

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2017
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
FEBRUARY 2016

MILITARY PERSONNEL, NAVY

The estimated cost for this report for the Department of the Navy (DON) is \$28,368.

The estimated total cost for supporting the DON budget justification material is approximately \$1,834,000 for the 2016 fiscal year. This includes \$75,200 in supplies and \$1,758,800 in labor.

Department of Defense Appropriations Act, 2017

Military Personnel, Navy

For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Navy on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$27,951,605,000.

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Department of Defense
 FY 2017 President's Budget
 Exhibit M-1 FY 2017 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

13 Jan 2016

Military Personnel, Navy	FY 2015 (Base & OCO)	FY 2016 Base Enacted	FY 2016 OCO Enacted	FY 2016 Total Enacted	FY 2017 Base	FY 2017 OCO	FY 2017 Total	S e c
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Budget Activity 01: Pay and Allowances of Officers								
1453N 5 Basic Pay	4,093,020	3,894,436	39,310	3,933,746	4,120,767	58,913	4,179,680	U
1453N 10 Retired Pay Accrual	1,308,694	1,290,301	9,041	1,299,342	1,214,093	13,903	1,227,996	U
1453N 25 Basic Allowance for Housing	1,438,473	1,505,773	13,069	1,518,842	1,497,045	19,879	1,516,924	U
1453N 30 Basic Allowance for Subsistence	166,660	172,082	1,456	173,538	170,255	2,141	172,396	U
1453N 35 Incentive Pays	129,788	132,555	486	133,041	132,868	480	133,348	U
1453N 40 Special Pays	406,272	437,248	2,881	440,129	428,731	3,128	431,859	U
1453N 45 Allowances	122,567	131,475	6,512	137,987	118,231	7,280	125,511	U
1453N 50 Separation Pay	42,300	42,355		42,355	47,200		47,200	U
1453N 55 Social Security Tax	311,032	313,642	3,016	316,658	313,964	4,507	318,471	U
Total Budget Activity 01	8,018,806	7,919,867	75,771	7,995,638	8,043,154	110,231	8,153,385	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel								
1453N 60 Basic Pay	8,714,867	8,657,386	49,797	8,707,183	8,940,145	76,964	9,017,109	U
1453N 65 Retired Pay Accrual	2,800,341	2,769,263	11,453	2,780,716	2,636,817	18,163	2,654,980	U
1453N 80 Basic Allowance for Housing	3,982,500	4,071,548	24,160	4,095,708	4,254,377	40,353	4,294,730	U
1453N 85 Incentive Pays	96,240	104,910	150	105,060	103,685	211	103,896	U
1453N 90 Special Pays	743,373	779,276	4,901	784,177	752,380	5,931	758,311	U
1453N 95 Allowances	560,315	581,588	14,345	595,933	544,072	16,913	560,985	U
1453N 100 Separation Pay	152,262	156,500		156,500	161,985		161,985	U
1453N 105 Social Security Tax	663,960	674,951	3,807	678,758	683,920	5,888	689,808	U
Total Budget Activity 02	17,713,858	17,795,422	108,613	17,904,035	18,077,381	164,423	18,241,804	
Budget Activity 03: Pay And Allowances Of Cadets								
1453N 110 Midshipmen	79,712	79,242		79,242	81,580		81,580	U
Total Budget Activity 03	79,712	79,242		79,242	81,580		81,580	
Budget Activity 04: Subsistence of Enlisted Personnel								
1453N 115 Basic Allowance for Subsistence	787,611	791,044	5,832	796,876	804,972	8,693	813,665	U
1453N 120 Subsistence-In-Kind	395,396	429,817	23,482	453,299	378,674	25,446	404,120	U
1453N 121 Family Subsistence Supplemental Allowance	7	4		4	10		10	U
Total Budget Activity 04	1,183,014	1,220,865	29,314	1,250,179	1,183,656	34,139	1,217,795	

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Department of Defense
 FY 2017 President's Budget
 Exhibit M-1 FY 2017 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

13 Jan 2016

Military Personnel, Navy	FY 2015 (Base & OCO)	FY 2016 Base Enacted	FY 2016 OCO Enacted	FY 2016 Total Enacted	FY 2017 Base	FY 2017 OCO	FY 2017 Total	S e c
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Budget Activity 05: Permanent Change of Station Travel								
1453N 125 Accession Travel	92,929	88,649	2,051	90,700	84,530	1,427	85,957	U
1453N 130 Training Travel	84,101	99,893		99,893	66,298		66,298	U
1453N 135 Operational Travel	226,783	249,743	4,702	254,445	184,700	1,825	186,525	U
1453N 140 Rotational Travel	328,191	284,292	13,052	297,344	228,489	4,634	233,123	U
1453N 145 Separation Travel	115,910	120,917	519	121,436	123,633	1,937	125,570	U
1453N 150 Travel of Organized Units	41,216	30,968		30,968	24,746		24,746	U
1453N 155 Non-Temporary Storage	12,588	12,159		12,159	12,686		12,686	U
1453N 160 Temporary Lodging Expense	16,051	15,800		15,800	16,225		16,225	U
Total Budget Activity 05	917,769	902,421	20,324	922,745	741,307	9,823	751,130	
Budget Activity 06: Other Military Personnel Costs								
1453N 170 Apprehension of Military Deserters	69	59		59	71		71	U
1453N 175 Interest on Uniformed Services Savings	1,029	1,370		1,370	1,060		1,060	U
1453N 180 Death Gratuities	14,422	17,800	500	18,300	13,500	300	13,800	U
1453N 185 Unemployment Benefits	86,301	72,655	9,948	82,603	78,956	6,959	85,915	U
1453N 195 Education Benefits	20,406	19,364		19,364	16,505		16,505	U
1453N 200 Adoption Expenses	243	265		265	250		250	U
1453N 210 Transportation Subsidy	4,299	4,993		4,993	8,434		8,434	U
1453N 212 Reserve Income Replacement Program						9	9	U
1453N 215 Partial Dislocation Allowance	30	35		35	30		30	U
1453N 216 SGLI Extra Hazard Payments	5,900		6,541	6,541		4,673	4,673	U
1453N 217 Reserve Officers Training Corps (ROTC)	19,694	21,269		21,269	20,234		20,234	U
1453N 218 Junior ROTC	12,309	14,733		14,733	14,990		14,990	U
1453N 240 Cancelled Account Payment	436							U
Total Budget Activity 06	165,138	152,543	16,989	169,532	154,030	11,941	165,971	
Total Military Personnel, Navy	28,078,297	28,070,360	251,011	28,321,371	28,281,108	330,557	28,611,665	
Less Reimbursables	366,481	366,320		366,320	329,503		329,503	
Total Direct - Military Personnel, Navy	27,711,816	27,704,040	251,011	27,955,051	27,951,605	330,557	28,282,162	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts								
1000N 300 Navy	1,312,671	1,281,468		1,281,468	1,240,982		1,240,982	U
Total Active Navy Military Personnel Costs	29,024,487	28,985,508	251,011	29,236,519	29,192,587	330,557	29,523,144	

M-1C1: FY 2017 President's Budget (Published Version of PB Position), as of January 13, 2016 at 11:03:50

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Section 1

Summary of Requirements by Budget Program

MILITARY PERSONNEL, NAVY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM

ACTIVE FORCES

(In Thousands of Dollars)

	FY 2015 Actual	FY 2016 Enacted	FY 2017 Estimate
DIRECT BASELINE PROGRAM			
Pay and Allowances of Officers	7,636,166	7,659,614	7,808,776
Pay and Allowances of Enlisted Personnel	17,448,846	17,698,530	17,990,212
Pay and Allowances of Cadets / Midshipmen	79,712	79,242	81,580
Subsistence of Enlisted Personnel	1,140,744	1,211,690	1,175,700
Permanent Change of Station Travel	905,232	902,421	741,307
Other Military Personnel Costs	150,053	152,543	154,030
Total Baseline Program Funding	27,360,753	27,704,040	27,951,605
REIMBURSABLE PROGRAM FUNDING			
Pay and Allowances of Officers	260,678	260,253	234,378
Pay and Allowances of Enlisted Personnel	98,229	96,892	87,169
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	7,574	9,175	7,956
Permanent Change of Station Travel			
Other Military Personnel Costs			
Total Reimbursable Baseline Program Funding	366,481	366,320	329,503
TOTAL BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers	7,896,844	7,919,867	8,043,154
Pay and Allowances of Enlisted Personnel	17,547,075	17,795,422	18,077,381
Pay and Allowances of Cadets / Midshipmen	79,712	79,242	81,580
Subsistence of Enlisted Personnel	1,148,318	1,220,865	1,183,656
Permanent Change of Station Travel	905,232	902,421	741,307
Other Military Personnel Costs	150,053	152,543	154,030
Total Baseline Program Funding	27,727,234	28,070,360	28,281,108

MILITARY PERSONNEL, NAVY
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
ACTIVE FORCES
(In Thousands of Dollars)

	FY 2015 Actual	FY 2016 Enacted	FY 2017 Estimate
FY 2015 COST OF WAR / OCO Funding FY 2016 Title IX (P.L. 114-113)			
Pay and Allowances of Officers	121,962	75,771	
Pay and Allowances of Enlisted Personnel	166,783	108,613	
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel	34,696	29,314	
Permanent Change of Station Travel	12,537	20,324	
Other Military Personnel Costs	15,085	16,989	
Total OCO Program Funding ¹	351,063	251,011	
¹ FY 2015 Cost of War includes \$18,897 baseline funding			
TOTAL PROGRAM FUNDING			
Pay and Allowances of Officers	8,018,806	7,995,638	8,043,154
Pay and Allowances of Enlisted Personnel	17,713,858	17,904,035	18,077,381
Pay and Allowances of Cadets / Midshipmen	79,712	79,242	81,580
Subsistence of Enlisted Personnel	1,183,014	1,250,179	1,183,656
Permanent Change of Station Travel	917,769	922,745	741,307
Other Military Personnel Costs	165,138	169,532	154,030
Total Program Funding	28,078,297	28,321,371	28,281,108
LESS: FY 2016 Title IX (P.L. 114-113)			
Pay and Allowances of Officers		(75,771)	
Pay and Allowances of Enlisted Personnel		(108,613)	
Pay and Allowances of Cadets / Midshipmen			
Subsistence of Enlisted Personnel		(29,314)	
Permanent Change of Station Travel		(20,324)	
Other Military Personnel Costs		(16,989)	
Total OCO Program Funding		(251,011)	
REVISED TOTAL PROGRAM*			
Pay and Allowances of Officers	8,018,806	7,919,867	8,043,154
Pay and Allowances of Enlisted Personnel	17,713,858	17,795,422	18,077,381
Pay and Allowances of Cadets / Midshipmen	79,712	79,242	81,580
Subsistence of Enlisted Personnel	1,183,014	1,220,865	1,183,656
Permanent Change of Station Travel	917,769	902,421	741,307
Other Military Personnel Costs	165,138	152,543	154,030
Revised Total Program Funding	28,078,297	28,070,360	28,281,108
Medicare-Eligible Retiree Health Fund Contribution, Navy	1,312,671	1,281,468	1,240,982
TOTAL MILITARY PERSONNEL PROGRAM COST	29,390,968	29,351,828	29,522,090

Section 2

Introduction

**MILITARY PERSONNEL, NAVY
INTRODUCTION - ARMED FORCES**

The Military Personnel, Navy (MPN) appropriation provides resources necessary to compensate military personnel required to man approved force structure and support infrastructure, including those officer and enlisted personnel within the individuals account: students, trainees, transients, patients, prisoners, holdees, and midshipmen.

Funding requested in the FY 2017 Department of Navy's budget submission supports end strength of 327,862 in FY 2015, 327,300 in FY 2016 and 322,900 in FY 2017.

FY 2015 Surface/Subsurface gains include: 2 Littoral Combat Ships (LCS); 1 Mobile Landing Platform (MLP), and 1 nuclear powered attack submarine (SSN). FY 2015 Surface/Subsurface reductions include: 10 Frigates (FFG); 1 Amphibious Assault Ship (LHA); and 2 nuclear powered attack submarines (SSN). FY 2015 Aviation gains include: transition to 2 FA-18E/F (VFA) squadrons; transition to 2 EA-18G (VAQ) squadrons; transition to 1 P-8A (VP) squadron; and transition to 1 MH-60R (HSM) squadron. FY 2015 Naval Aviation reductions include: transition from 2 FA-18C (VFA) squadrons; transition from 2 EA-6B (VAQ) squadrons; transition from 1 P-3C (VP) squadron; and transition from 1 SH-60B (HSL) squadron.

FY 2016 Surface/Subsurface gains include: 1 Zumwalt destroyer (DDG-1000); 2 Arleigh Burke destroyers (DDG); 5 Littoral Combat Ships (LCS); 1 Amphibious Transport Dock (LPD); and 2 nuclear powered attack submarines (SSN). FY 2016 Surface/Subsurface reductions include: 3 nuclear powered attack submarines (SSN). FY 2016 Aviation gains include: addition of 1 Nuclear Aircraft Carrier (CVN); addition of 1 MH-60R (HSM) squadron; transition to 2 FA-18E/F (VFA) squadrons; transition to 1 EA-18G (VAQ) squadron; transition to 1 E-2D (VAW) squadron; transition to 1 P-8A (VP) squadron; and the transition to 1 MH-60S (HSC) squadron. FY 2016 Naval Aviation reductions include: transition from 2 FA-18C (VFA) squadrons; transition from 1 EA-6B (VAQ) squadron; transition from 1 E-2C (VAW) squadron; transition from 1 P-3C (VP) squadron; transition from 1 SH-60F/MH-60H (HS) squadron; and the disestablishment of 2 integrated Active/Reserve HH-60H (HSC) squadrons.

FY 2017 Surface/Subsurface gains include: 1 Zumwalt destroyer (DDG-1000); 2 Arleigh Burke destroyers (DDG); 4 Littoral Combat Ships (LCS); 1 Amphibious Transport Dock (LPD); and 2 nuclear powered attack submarines (SSN). FY 2017 Surface/Subsurface reductions include: 5 nuclear powered attack submarines (SSN). FY 2017 Aviation gains include: addition of 1 F-35C (VFA) FRS; and the transition to 2 P-8A (VP) squadrons. FY 2017 Naval Aviation reductions include: transition from 2 P-3C (VP) squadrons; and the deactivation of the tenth Carrier Airwing (CVW) [1 FA-18C (VFA) squadron, 1 EA-18G (VAQ) squadron, 1 E-2C (VAW) squadron, 1 MH-60S (HSC) squadron, and 1 MH-60R (HSM) squadron].

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

SUMMARY OF ECONOMIC ASSUMPTIONS

FISCAL YEAR 2015

- a. The \$28,078,297 funding supported an end strength of 327,862 with an average strength 330,993.
- b. Retired pay accrual percentage was 32.2 percent of the basic pay for full-time active duty and 22.5 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 1.0 percent across the board, effective 1 January 2015.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.5 percent effective 1 October 2014.
- e. The Basic Allowance for Subsistence (BAS) inflation rate was 2.9 percent for both officers and enlisted personnel, effective 1 January 2015.
- f. The non-pay inflation rate was 1.1 percent.

FISCAL YEAR 2016

- a. Estimated funding of \$28,070,360 supports an end strength of 327,300 with an average strength 329,075.
- b. Retired pay accrual percentage is 31.4 percent of the basic pay for full-time active duty and 23.0 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise was 1.3 percent across the board and effective 1 January 2016.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate was 3.5 percent, effective 1 October 2015.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 0.1 percent for both officers and enlisted personnel, effective 1 January 2016.
- f. The non-pay inflation rate is 1.2 percent.

FISCAL YEAR 2017

- a. The requested \$28,281,108 funding will support an end strength of 322,900 with an average strength 325,873.
- b. Retired pay accrual percentage is 29.5 percent of the basic pay for full-time active duty and 23.6 percent for reserve mobilization and Active Duty for Operational Support (ADOS).
- c. The military pay raise is 1.6 percent across the board and effective 1 January 2017.
- d. The Navy Basic Allowance for Housing (BAH) inflation rate is 3.3 percent effective 1 October 2016.
- e. The Basic Allowance for Subsistence (BAS) inflation rate is 3.4 percent for both officers and enlisted personnel, effective 1 January 2017.
- f. The non-pay inflation rate is 1.8 percent.

MILITARY PERSONNEL, NAVY PERFORMANCE MEASURES AND EVALUATION SUMMARY

Activity: Active Military Personnel

Activity Goal: Maintain the correct Active Military Personnel to execute the National Strategy.

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay, allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES:

	FY 2015 Actual	FY 2016 Planned	FY 2017 Planned
Average Strength	330,993	329,075	325,838
End Strength	327,862	327,300	322,900
Authorization End Strength	323,600	329,200	

/1 FY 2015 supplemental average strength includes 2,773 Mobilized Reserve Component and zero Active Component over strength in support of OFS/OEF/OIR.

Recruiting

	FY 2015 Actual	FY 2016 Planned	FY 2017 Planned
1. Numeric goals - Active Enlisted			
Accession Goal	34,990	33,000	29,200
Accessions Attained	34,990	4,957	
New Contract Objective (NCO)	35,681	35,549	35,549
New Contracts Attained (NCA)	35,732		

a. Total recruiting accession mission is compared to actual accessions for the fiscal year. The percent of goal accomplished is the

Note: NCO and NCA includes contracts for the New Accession Training program because Active Duty recruiters work this mission.

MILITARY PERSONNEL, NAVY PERFORMANCE MEASURES AND EVALUATION SUMMARY

	FY 2015 Actual	FY 2016 Planned	FY 2017 Planned
2. Quality Goals			
- HSDG percent	95.0	95.0	95.0
Actual	99.2		
- Test Score Category I-III percent	70.0	70.0	70.0
Actual	88.6		

a. High School Diploma Graduate (HSDG) percent measures the number of non-prior service accessions who meet Tier I (HSDG) educational criteria relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 90% because these recruits generally have lower first-term attrition than do Tier II (alternate High School Credential or High School Graduate) and Tier III (Non-High School Graduate) recruits.

b. Test Score Category I-III (CAT I-III) percent measures the number of non-prior service accessions who score at or above the 50th percentile on the Armed Forces Qualification Test (AFQT) relative to the total number of non-prior service accessions in a fiscal year. Navy has established this quality goal above the DoD minimum of 60% because CAT I-III recruits are generally better able to meet the challenges associated with the highly technical Navy of the 21st Century than are those who score lower on the AFQT. Navy does not currently assess CAT IV recruits.

Dwell Time Assessment

The SASC Report 112-173 accompanying the FY 2013 NDAA, directs the Secretary of Defense (SECDEF) to include with the budget submissions in each of fiscal years 2015 through 2017 a statement of estimated deployment to dwell ratios for both active and reserve component personnel for that fiscal year based on expected operational demand and requested end strength levels.

Dwell Time Assessment: The Navy met dwell time goals for FY 2015 and is forecasted to meet these goals in FY 2016 and FY 2017. The following ratios are provided:

Dwell Time			
(ratio of operationally deployed days to non-deployed days)			
	Actual	Current Year Forecast	Budget Year Forecast
<i>Navy</i>	1:2.8	1:2.9	1:2.7
<i>Navy Reserve</i>	1:5	1:5	1:5

Section 3

Summary Charts

MILITARY PERSONNEL, NAVY
SUMMARY OF MILITARY PERSONNEL STRENGTH-ACTIVE FORCES

	FY 2015 Actual		FY 2016 Planned		FY 2017 Planned	
	Average	End Strength	Average	End Strength	Average	End Strength
DIRECT PROGRAM						
Officers	53,660	53,170	53,560	53,314	53,533	53,104
Enlisted	267,403	267,397	268,656	267,334	265,846	263,256
Academy (Cadets/Midshipmen)	4,324	4,467	4,337	4,443	4,299	4,368
Sub-Total	325,387	325,034	326,553	325,091	323,678	320,728
REIMBURSABLE PROGRAM						
Officers	1,055	1,053	1,038	1,019	1,016	1,008
Enlisted	1,778	1,775	1,484	1,190	1,179	1,164
Sub-Total	2,833	2,828	2,522	2,209	2,195	2,172
TOTAL PROGRAM						
Officers	54,715	54,223	54,598	54,333	54,549	54,112
Enlisted	269,181	269,172	270,140	268,524	267,025	264,420
Academy (Cadets/Midshipmen)	4,324	4,467	4,337	4,443	4,299	4,368
TOTAL PROGRAM	328,220	327,862	329,075	327,300	325,873	322,900
FY 2015 Supplemental ¹						
Officers	787					
Enlisted	1,986					
Supplemental Funded Strength	2,773	0	0	0	0	0
REVISED TOTAL PROGRAM						
Officers	55,502	54,223	54,598	54,333	54,549	54,112
Enlisted	271,167	269,172	270,140	268,524	267,025	264,420
Academy (Cadets/Midshipmen)	4,324	4,467	4,337	4,443	4,299	4,368
REVISED TOTAL PROGRAM	330,993	327,862	329,075	327,300	325,873	322,900

¹ FY 2015 Average Strength includes 787 officers and 1,986 enlisted mobilized Reserve Component in support of OFS/OEF/OIR. The Navy is required to document the number of Reserve and National Guard members who have performed operational support duty for the Navy for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days.

	FY 2015 Actual	FY 2016 Projected	FY 2017 Projected
Navy Reserve	11	11	11

These totals are part of the end strength figures that are displayed throughout the justification material.

MILITARY PERSONNEL, NAVY
END STRENGTH BY GRADE - ACTIVE FORCES
TOTAL PROGRAM

	FY 2015		FY 2016		FY 2017	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	10	0	10	0	10	0
0-9 Vice Admiral	32	1	34	1	34	1
0-8 Rear Admiral (UH)	67	1	71	1	70	1
0-7 Rear Admiral (LH)	109	2	116	2	116	2
0-6 Captain	3,202	62	3,147	59	3,105	58
0-5 Commander	6,730	131	6,629	124	6,637	123
0-4 Lieutenant Commander	10,623	206	10,703	201	10,799	201
0-3 Lieutenant	18,596	361	18,534	348	18,232	340
0-2 Lieutenant (JG)	6,424	125	6,676	125	6,817	127
0-1 Ensign	6,780	132	6,733	126	6,598	123
TOTAL	52,573	1,021	52,653	987	52,418	976
Warrant Officers						
W-5 Warrant Officer	72	1	69	1	70	1
W-4 Warrant Officer	398	8	402	8	410	8
W-3 Warrant Officer	617	12	630	12	691	13
W-2 Warrant Officer	563	11	579	11	523	10
W-1 Warrant Officer						
TOTAL	1,650	32	1,680	32	1,694	32
Total Officer Personnel	54,223	1,053	54,333	1,019	54,112	1,008
Enlisted Personnel						
E-9 Master Chief Petty Officer	2,572	17	2,688	12	2,649	12
E-8 Senior Chief Petty Officer	6,353	42	6,709	30	7,650	34
E-7 Chief Petty Officer	21,096	139	22,323	99	20,619	91
E-6 1st Class Petty Officer	46,966	310	47,274	210	44,671	197
E-5 2nd Class Petty Officer	62,878	415	65,465	289	70,696	310
E-4 3rd Class Petty Officer	58,416	385	50,323	223	47,402	209
E-3 Seaman	45,555	300	48,980	217	48,940	215
E-2 Seaman Apprentice	15,054	99	15,306	68	13,444	59
E-1 Seaman Recruit	10,282	68	9,456	42	8,349	37
Total Enlisted	269,172	1,775	268,524	1,190	264,420	1,164
Total Officer and Enlisted	323,395	2,828	322,857	2,209	318,532	2,172
Midshipmen	4,467		4,443		4,368	
TOTAL END STRENGTH	327,862	2,828	327,300	2,209	322,900	2,172

MILITARY PERSONNEL, NAVY
AVERAGE STRENGTH BY GRADE - ACTIVE FORCES
TOTAL PROGRAM

	FY 2015		FY 2016		FY 2017	
	Total	Reimbursables	Total	Reimbursables	Total	Reimbursables
Commissioned Officers						
0-10 Admiral	10	0	10	0	10	0
0-9 Vice Admiral	34	1	34	1	36	1
0-8 Rear Admiral (UH)	68	1	68	1	71	1
0-7 Rear Admiral (LH)	113	2	112	2	116	2
0-6 Captain	3,251	63	3,154	61	3,091	59
0-5 Commander	6,929	132	6,654	128	6,595	124
0-4 Lieutenant Commander	10,889	208	10,533	204	10,585	201
0-3 Lieutenant	19,002	358	19,007	355	18,810	344
0-2 Lieutenant (JG)	6,560	126	6,691	125	6,945	126
0-1 Ensign	6,953	132	6,646	129	6,574	125
TOTAL	53,809	1,023	52,909	1,006	52,833	983
Warrant Officers						
W-5 Warrant Officer	73	1	69	1	69	1
W-4 Warrant Officer	412	8	405	8	416	8
W-3 Warrant Officer	638	12	651	12	693	13
W-2 Warrant Officer	570	11	564	11	538	11
W-1 Warrant Officer						
TOTAL	1,693	32	1,689	32	1,716	33
Total Officer Personnel	55,502	1,055	54,598	1,038	54,549	1,016
Enlisted Personnel						
E-9 Master Chief Petty Officer	2,574	17	2,587	15	2,663	12
E-8 Senior Chief Petty Officer	6,357	42	6,548	36	7,017	32
E-7 Chief Petty Officer	21,162	140	20,777	119	21,628	95
E-6 1st Class Petty Officer	47,431	308	49,079	260	46,454	204
E-5 2nd Class Petty Officer	63,609	415	64,779	352	69,397	300
E-4 3rd Class Petty Officer	52,817	373	52,667	304	49,959	216
E-3 Seaman	52,154	310	48,682	259	47,006	216
E-2 Seaman Apprentice	15,196	106	14,795	84	14,105	64
E-1 Seaman Recruit	9,867	67	10,226	55	8,796	40
Total Enlisted	271,167	1,778	270,140	1,484	267,025	1,179
Total Officer and Enlisted	326,669	2,833	324,738	2,522	321,574	2,195
Midshipmen	4,324		4,337		4,299	
TOTAL AVERAGE STRENGTH	330,993	2,833	329,075	2,522	325,873	2,195

**MILITARY PERSONNEL, NAVY
ACTIVE DUTY STRENGTH BY MONTHS**

	FY 2015 Actual				FY 2016 Estimate				FY 2017 Estimate			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
September	54,088	267,041	4,455	325,584	54,223	269,172	4,467	327,862	54,333	268,447	4,443	327,223
October	54,078	267,086	4,450	325,614	54,135	268,907	4,461	327,503	54,253	268,083	4,438	326,774
November	53,855	266,958	4,449	325,262	54,020	269,340	4,454	327,814	54,055	267,516	4,432	326,003
December	53,837	266,778	4,432	325,047	54,006	269,714	4,442	328,162	54,016	267,057	4,420	325,493
January	53,509	267,118	4,425	325,052	53,851	270,136	4,427	328,414	53,744	266,894	4,405	325,043
February	53,506	267,636	4,421	325,563	53,817	270,122	4,422	328,361	53,706	266,892	4,400	324,998
March	53,442	267,999	4,418	325,859	53,635	270,619	4,417	328,671	53,559	266,976	4,395	324,930
April	53,376	268,255	4,415	326,046	53,586	270,485	4,414	328,485	53,484	266,832	4,392	324,708
May	54,644	268,435	3,325	326,404	54,762	270,635	3,325	328,722	54,635	266,449	3,311	324,395
June	54,785	268,501	3,326	326,612	54,860	270,258	4,492	329,610	54,759	266,284	3,308	324,351
July	54,713	268,987	4,486	328,186	54,722	269,988	4,475	329,185	54,619	266,242	4,400	325,261
August	54,475	269,029	4,474	327,978	54,512	269,396	4,451	328,359	54,376	265,346	4,376	324,098
September	54,223	269,172	4,467	327,862	54,333	268,524	4,443	327,300	54,112	264,420	4,368	322,900
Average End Strength	54,418	268,911	4,324	327,653	54,301	269,870	4,337	328,508	54,248	266,751	4,299	325,298

Active Duty for Operational Support (ADOS)

	FY 2015				FY 2016				FY 2017			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
<u>Baseline ADOS</u>												
Average Strength	97	99		196	97	99		196	97	99		196
Dollars in Millions	\$14.4	\$7.6		\$22.0	\$14.6	\$7.7		\$22.3	\$14.4	\$7.6		\$22.0
<u>Reimbursable ADOS</u>												
Average Strength	102	151		253	102	151		253	102	151		253
Dollars in Millions	\$8.3	\$12.0		\$20.3	\$9.4	\$14.1		\$23.5	\$11.6	\$12.1		\$23.7
<u>Recalls ADOS (less than 1095 Days)</u>												
Average Strength	87	20		107	87	20		107	87			87
Dollars in Millions												
<u>Recalls ADOS (greater than 1,095 Days)</u>												
Average Strength	11			11	11			11	11			11
Dollars in Millions												
<u>Selected Reserve 12304b Authority ¹</u>												
Average Strength									4	24		28
Dollars in Millions									\$0.6	\$2.0		\$2.6
<u>OCO - Mobilized Reserve ²</u>												
Average Strength	787	1,986										
Total Average Strength (ADOS)	55,502	271,167	4,324	330,993	54,598	270,140	4,337	329,075	54,549	267,025	4,299	325,873

1/ Mission supports Two (2) Naval Special Warfare (NSW) detachments of Navy Reservists, operating and supporting tactical unmanned aircraft systems (UAS) in the AFRICOM AOR for 12-months in duration.

2/ Includes 787 officer and 1,986 enlisted mobilized Reserve Component in support of OFS/OEF/OIR and zero officer or enlisted active component over strength in support of OFS/OEF/OIR.

Strength in the FY 2017 President's Budget Baseline Request

	FY 2015				FY 2016				FY 2017			
	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total	Officer	Enlisted	Cadet	Total
End Strength	54,223	269,172	4,467	327,862	54,333	268,524	4,443	327,300	54,112	264,420	4,368	322,900
Average Strength	55,502	271,167	4,324	330,993	54,598	270,140	4,337	329,075	54,549	267,025	4,299	325,873

**MILITARY PERSONNEL, NAVY
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES
OFFICERS**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Begin Strength	54,088	54,223	54,333
Gains			
Naval Academy	792	789	796
Reserve Officer Training Corps	822	844	796
Senior ROTC	41	40	40
Scholarship	781	804	756
Health Professions Scholarships	430	466	448
Reserve Officer Candidates			
Other Enlisted Commissioning Programs	1,596	1,603	1,637
Voluntary Active Duty	24	16	17
Direct Appointments	322	325	327
Warrant Officer Programs	182	203	193
Other	43	31	34
Gain Adjustment	4	2	2
Total Gains	4,215	4,279	4,250
Losses			
Expiration of Contract / Obligation	265	269	287
Normal Early Release	66	67	72
Retirement	2,041	2,073	2,207
Disability			
Non-disability	2,041	2,073	2,207
TERA			
Voluntary Separation - VSI			
Voluntary Separation - SSB			
Involuntary Separation - Reserve Officers			
Involuntary Separation - Regular Officers	252	269	280
Attrition	1,143	1,143	1,217
Other	99	93	103
Loss Adjustment	214	255	305
Total Losses	4,080	4,169	4,471
End Strength	54,223	54,333	54,112

MILITARY PERSONNEL, NAVY
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES
ENLISTED

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Begin Strength	267,041	269,172	268,447
Gains			
Non-prior Service Enlistments	34,968	32,632	28,800
Male	26,208	24,630	21,580
Female	8,760	8,002	7,220
Prior Service Enlistments	151	368	400
National Call to Service			
Reenlistments	36,249	34,666	44,505
Reserve Recall	25	49	50
Officer Candidate Programs	1,349	1,194	1,297
Returned from Dropped Rolls	763	1,008	1,350
Gain Adjustment	242	55	
Total Gains	73,747	69,972	76,402
Losses			
Expiration of Term of Service (ETS)	14,954	16,603	16,175
Normal Early Release			
Programmed Early Release			
Separations - VSP			
Separations - SSB			
To Commissioned Officer	1,513	1,452	1,521
To Warrant Officer	182	203	193
Reenlistment	36,249	34,666	44,505
Retirement	5,094	4,940	5,489
TERA			
Other			
Dropped from Rolls (Deserters)	130	111	109
Attrition (Adverse Causes)	3,446	3,484	3,491
Attrition (Other)	10,009	9,236	8,946
Reserve Components	6		
Other Losses			
Loss Adjustment	33	2	
Total Losses	71,616	70,697	80,429
End Strength	269,172	268,447	264,420

**MILITARY PERSONNEL, NAVY
GAINS AND LOSSES BY SOURCE AND TYPE - ACTIVE FORCES
CADETS/MIDSHIPMEN**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
Begin Strength	4,455	4,467	4,443
Gains			
Entering Midshipmen	1,186	1,170	1,108
Re-Admit Midshipmen			
Total Gains	1,186	1,170	1,108
Losses			
Attrition	109	132	127
Death			
Graduates	1,065	1,062	1,056
Total Losses	1,174	1,194	1,183
End Strength	4,467	4,443	4,368

MILITARY PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY
(\$ in Thousands)

	FY 2015			FY 2016			FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	4,093,020	8,714,867	12,807,888	4,067,213	8,836,094	12,903,307	4,120,767	8,940,145	13,060,912
2. Retired Pay Accrual	1,308,694	2,800,340	4,109,034	1,274,990	2,773,793	4,048,783	1,214,093	2,636,817	3,850,910
3. Basic Allowance for Housing	1,438,473	3,982,500	5,420,973	1,463,891	4,139,912	5,603,803	1,497,048	4,254,377	5,751,422
A. With Dependents - Domestic	981,166	2,749,788	3,730,954	997,638	2,866,962	3,864,600	1,019,334	2,948,931	3,968,265
B. Without Dependents - Domestic	347,662	932,583	1,280,245	354,388	971,414	1,325,802	365,027	1,005,098	1,370,125
C. Substandard Family Housing - Domestic	0	0	0	0	0	0	0	0	0
D. Partial - Domestic	44	6,889	6,933	44	6,684	6,728	44	6,318	6,362
E. With Dependents - Overseas	68,504	149,322	217,826	69,883	150,185	220,068	70,418	149,712	220,130
F. Without Dependents - Overseas	41,097	143,918	185,015	41,938	144,667	186,605	42,222	144,318	186,540
4. Subsistence	166,660	1,183,014	1,349,674	166,131	1,167,981	1,334,112	170,255	1,183,656	1,353,911
A. Basic Allowance for Subsistence	166,660	787,611	954,271	166,131	791,839	957,970	170,255	804,972	975,227
1. Authorized to Mess Separately	166,660	784,165	950,825	166,131	788,384	954,515	170,255	801,464	971,719
2. Leave Rations	0	0	0	0	0	0	0	0	0
3. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
4. BAS II	0	3,446	3,446	0	3,455	3,455	0	3,508	3,508
5. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
6. Partial BAS	0	0	0	0	0	0	0	0	0
B. Subsistence-In-Kind	0	395,396	395,396	0	376,132	376,132	0	378,674	378,674
1. Subsistence in Messes	0	369,464	369,464	0	349,534	349,534	0	351,393	351,393
2. Special Rations	0	0	0	0	0	0	0	0	0
3. Operational Rations	0	1,405	1,405	0	1,442	1,442	0	1,479	1,479
4. Augmentation Rations & Other Programs	0	52,107	52,107	0	53,437	53,437	0	54,813	54,813
5. SIK Cash Collections	0	-27,580	-27,580	0	-28,281	-28,281	0	-29,011	-29,011
C. FSSA	0	7	7	0	10	10	0	10	10
5. Incentive Pay, Hazardous Duty, and Aviation Career	129,788	96,240	226,028	133,187	104,140	237,327	132,868	103,685	236,553
A. Flying Duty Pay	97,885	13,584	111,469	101,090	14,512	115,602	100,816	14,502	115,318
1. Aviation Career, Officers	70,397	0	70,397	69,903	0	69,903	69,934	0	69,934
2. Crew Members	111	54	165	111	59	170	111	59	170
3. Noncrew Member	13	45	58	13	58	71	13	58	71
4. Aviation Continuation Pay	27,364	0	27,364	31,063	0	31,063	30,758	0	30,758
5. Career Enlisted Flyer Pay	0	13,485	13,485	0	14,395	14,395	0	14,385	14,385
B. Submarine Duty Pay	25,676	53,586	79,262	25,834	58,900	84,734	25,795	58,900	84,695
D. Parachute Jumping Pay	3,138	11,032	14,170	3,155	10,940	14,095	3,152	10,714	13,866
E. Demolition Pay	2,450	9,247	11,697	2,452	9,412	11,864	2,450	9,193	11,643
H. Other Pays	639	8,791	9,430	656	10,376	11,032	655	10,376	11,031

MILITARY PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY
(\$ in Thousands)

	FY 2015			FY 2016			FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	406,216	743,371	1,149,587	423,149	771,640	1,194,789	428,672	752,378	1,181,050
A. Medical Pay	192,118	0	192,118	192,403	0	192,403	193,806	0	193,806
B. Dental Pay	45,217	0	45,217	46,735	0	46,735	47,127	0	47,127
C. Optometrists Pay	621	0	621	658	0	658	666	0	666
D. Pharmacy Pay	1,815	0	1,815	1,830	0	1,830	1,845	0	1,845
E. Nurse Pay	12,372	0	12,372	13,240	0	13,240	13,720	0	13,720
F. Non-Physician Pay	10,159	0	10,159	9,420	0	9,420	9,420	0	9,420
G. Nuclear Officer Incentive Pay	63,842	0	63,842	73,920	0	73,920	73,860	0	73,860
H. Nuclear Accession Bonus	0	4,965	4,965	0	3,225	3,225	0	3,225	3,225
I. Scientific/Engineering Bonus	0	0	0	0	0	0	0	0	0
J. Responsibility Pay	706	0	706	711	0	711	710	0	710
K. Sea and Foreign Duty, Total	30,302	282,179	312,481	30,385	280,844	311,229	30,348	280,844	311,192
1. Sea Duty	27,640	248,579	276,219	27,721	247,380	275,101	27,643	247,380	275,023
2. Duty at Certain Places	2,662	32,388	35,050	2,664	32,208	34,872	2,705	32,208	34,913
3. Overseas Extension Pay	0	1,212	1,212	0	1,256	1,256	0	1,256	1,256
L. Diving Duty Pay	4,623	14,621	19,244	4,707	15,107	19,814	4,690	14,544	19,234
M. Foreign Language Proficiency Pay	2,894	11,362	14,256	3,100	12,071	15,171	3,330	12,962	16,292
N. Imminent Danger Pay	2,365	6,491	8,856	421	575	996	421	575	996
O. Hardship Duty Pay	2,729	14,536	17,265	1,807	12,945	14,752	1,807	12,945	14,752
P. Judge Advocate Continuation Pay	2,115	0	2,115	2,325	0	2,325	2,340	0	2,340
Q. Special Warfare Officer Pay	3,417	0	3,417	6,700	0	6,700	6,743	0	6,743
R. Surface Warfare Officer	3,630	0	3,630	1,990	0	1,990	300	0	300
S. Critical Skill Retention Bonus	26,543	26,385	52,928	32,072	30,542	62,614	36,814	32,153	68,967
T. Conversion to Military Occupational Specialty	0	0	0	0	0	0	0	0	0
U. New Officers in Critical Skills Accession Bonus	0	0	0	0	0	0	0	0	0
V. Transfer Between Armed Forces Incentive Bonus	0	0	0	0	0	0	0	0	0
W. Combat-Related Injury Rehabilitation Bonus	0	75	75	0	58	58	0	58	58
X. Reenlistment Bonus	0	245,153	245,153	0	271,653	271,653	0	250,008	250,008
1. Regular	0	139,742	139,742	0	153,135	153,135	0	124,917	124,917
2. Selective	0	105,411	105,411	0	118,518	118,518	0	125,091	125,091
Y. Special Duty Assignment Pay	0	86,398	86,398	0	84,427	84,427	0	84,423	84,423
Z. Enlistment Bonus	0	29,764	29,764	0	36,581	36,581	0	36,837	36,837
AA. Education Benefits	0	0	0	0	0	0	0	0	0
BB. Loan Repayment Program	0	4,760	4,760	0	5,000	5,000	0	4,400	4,400
CC. Assignment Incentive Pay	0	16,682	16,682	0	18,612	18,612	0	19,404	19,404
DD. Other Special Pay	748	0	748	725	0	725	725	0	725

MILITARY PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY
(\$ in Thousands)

	FY 2015			FY 2016			FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Allowances	122,623	560,318	682,941	117,711	542,315	660,026	118,290	544,074	662,364
A. Uniform or Clothing Allowances	2,013	191,904	193,917	2,044	185,211	187,255	2,035	190,569	192,604
1. Initial Issue	1,556	71,345	72,901	1,580	70,584	72,164	1,574	71,016	72,590
a. Military	1,378	70,637	72,015	1,399	69,862	71,261	1,390	70,290	71,680
b. Civilian	178	708	886	181	722	903	184	726	910
2. Additional	457	0	457	464	0	464	461	0	461
3. Basic Maintenance	0	28,079	28,079	0	26,849	26,849	0	27,017	27,017
4. Standard Maintenance	0	74,747	74,747	0	71,460	71,460	0	71,906	71,906
5. Special	0	11,164	11,164	0	11,405	11,405	0	11,476	11,476
6. Supplementary	0	1,769	1,769	0	1,803	1,803	0	1,814	1,814
7. Civilian Clothing Maintenance	0	0	0	0	0	0	0	0	0
8. Task Force Uniform	0	4,800	4,800	0	3,110	3,110	0	7,340	7,340
B. Station Allowances Overseas	108,794	306,194	414,988	111,085	310,021	421,106	111,662	306,388	418,050
1. Cost-of-Living	94,184	277,995	372,179	96,170	281,477	377,647	96,635	278,109	374,744
2. Temporary Lodging	14,610	28,199	42,809	14,915	28,544	43,459	15,027	28,279	43,306
C. Family Separation Allowance	10,954	58,836	69,790	3,714	43,617	47,331	3,714	43,617	47,331
1. On PCS, No Government Quarters	0	0	0	0	0	0	0	0	0
2. On PCS, Dependent Not Authorized	2,554	19,305	21,859	1,362	12,426	13,788	1,362	12,426	13,788
3. Afloat	5,247	20,142	25,389	1,833	16,299	18,132	1,833	16,299	18,132
4. On TDY	3,153	19,389	22,542	519	14,892	15,411	519	14,892	15,411
D. Spec Comp for Asst w/ Act of Daily Living (SCAADL)	38	277	315	43	333	376	43	347	390
E. Personal Money Allowance, General & Flag Officers	56	2	58	60	2	62	59	2	61
F. CONUS COLA	768	3,105	3,873	765	3,131	3,896	777	3,151	3,928
8. Separation Payments	42,300	152,262	194,562	43,860	157,722	201,582	47,200	161,985	209,185
A. Terminal Leave Pay	17,737	48,977	66,714	18,285	50,800	69,085	19,733	51,352	71,085
B. Severance Pay, Disability	1,096	22,401	23,497	1,457	23,235	24,692	1,479	23,476	24,955
C. Severance Pay, Nonpromotion	0	0	0	0	0	0	0	0	0
D. Severance Pay, Invol Half (5%)	498	16,665	17,163	504	17,282	17,786	555	17,473	18,028
E. Severance Pay, Invol Full (10%)	21,259	38,179	59,438	21,874	39,595	61,469	23,573	43,394	66,967
F. Severance Pay, VSI	0	2,400	2,400	0	2,600	2,600	0	2,200	2,200
G. Severance Pay, VSP	0	0	0	0	0	0	0	0	0
H. 15-Year Temporary Early Retirement	0	0	0	0	0	0	0	0	0
I. \$30,000 Lump Sum Bonus	1,710	23,640	25,350	1,740	24,210	25,950	1,860	24,090	25,950
9. Social Security Tax Payment	311,032	663,961	974,993	309,061	675,961	985,022	313,964	683,920	997,884
10. Permanent Change of Station Travel	337,061	580,707	917,768	339,308	580,098	919,406	273,563	467,744	741,307

MILITARY PERSONNEL, NAVY
SUMMARY OF ENTITLEMENTS BY SUB ACTIVITY
(\$ in Thousands)

	FY 2015			FY 2016			FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
11. Other Military Personnel Costs	37,070	128,067	165,137	39,416	116,702	156,118	40,090	113,940	154,030
A. Apprehension of Deserters	0	69	69	0	70	70	0	71	71
B. Interest on Uniformed Services Savings Deposit	412	617	1,029	416	625	1,041	424	636	1,060
C. Death Gratuities	1,900	12,522	14,422	1,800	11,700	13,500	1,800	11,700	13,500
D. Unemployment Compensation	0	86,301	86,301	0	79,542	79,542	0	78,956	78,956
E. Survivor Benefits	0	0	0	0	0	0	0	0	0
F. SGLI/T-SGLI	1,357	4,543	5,900	0	0	0	0	0	0
G. Education Benefits	0	20,406	20,406	0	19,420	19,420	0	16,505	16,505
H. Adoption Expenses	102	141	243	103	143	246	105	145	250
I. Transportation Subsidy	1,290	3,009	4,299	2,220	5,180	7,400	2,530	5,904	8,434
J. TSP	0	0	0	0	0	0	0	0	0
K. Partial Dislocation Allowance	7	23	30	7	23	30	7	23	30
L. Senior ROTC (Non-Scholarship)	1,282	0	1,282	1,911	0	1,911	2,058	0	2,058
M. Senior ROTC (Scholarship)	18,412	0	18,412	19,375	0	19,375	18,176	0	18,176
N. Junior ROTC	12,309	0	12,309	13,583	0	13,583	14,990	0	14,990
O. Reserve Income Replacement	0	0	0	0	0	0	0	0	0
P. Stop Loss Retroactive Pay	0	0	0	0	0	0	0	0	0
Q. Preventive Health Allowance Demonstration Project	0	0	0	0	0	0	0	0	0
R. Cancelled Accounts	0	436	436	0	0	0	0	0	0
12. Cadets	79,712	0	79,712	80,938	0	80,938	81,580	0	81,580
Military Personnel Appropriation Total	8,472,649	19,605,647	28,078,297	8,458,855	19,866,358	28,325,213	8,438,390	19,842,721	28,281,108
13. Less Reimbursables	260,678	105,803	366,481	234,244	95,462	329,706	234,378	95,125	329,503
Military Personnel Appropriation Total, Direct	8,211,971	19,499,870	27,711,816	8,224,611	19,770,896	27,995,507	8,204,012	19,747,596	27,951,605

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2016 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realigning/ Reprogramming	Subtotal	Proposed DD 1415 Action / Projected Shortfall/(Asset)*	Projected FY 2016 Direct Execution	Projected FY 2016 Reimbursable Execution	FY 2016 Col FY 2017 President's Budget
Pay and Allowances of Officers										
Basic Pay	3,968,800	-221,702	0	3,747,098	120,395	3,867,493	63,503	3,930,996	136,217	4,067,213
Retired Pay Accrual	1,242,884	0	0	1,242,884	-15,311	1,227,573	4,644	1,232,217	42,773	1,274,990
Incentive Pay	132,555	0	0	132,555	0	132,555	632	133,187	0	133,187
Special Pay	437,248	0	0	437,248	-14,039	423,209	0	423,209	0	423,209
Basic Allowance for Housing	1,475,512	-17,900	0	1,457,612	-61,882	1,395,730	36,326	1,432,056	31,835	1,463,891
Basic Allowance for Subsistence	165,969	0	0	165,969	-5,951	160,018	-6,886	153,132	12,999	166,131
Station Allowances Overseas	141,849	-17,551	0	124,298	-13,213	111,085	0	111,085	0	111,085
CONUS Cost of Living Allowances	1,160	0	0	1,160	0	1,160	-395	765	0	765
Uniform Allowances	2,042	0	0	2,042	0	2,042	2	2,044	0	2,044
Family Separation Allowances	3,930	0	0	3,930	0	3,930	-216	3,714	0	3,714
Aid and Attend Allow for Catastroph Injured	45	0	0	45	0	45	-2	43	0	43
Separation Payments	42,355	0	0	42,355	0	42,355	1,505	43,860	0	43,860
Social Security Tax-Employer's	302,418	0	0	302,418	0	302,418	-3,777	298,641	10,420	309,061
Reimbursables	260,253	0	0	260,253	-26,009	234,244				
Total Obligations	8,177,020	-257,153	0	7,919,867	-16,010	7,903,857	95,336	7,764,949	234,244	7,999,193
Less Reimbursements	260,253	0	0	260,253	-26,009	234,244	0	0	234,244	234,244
Total Direct Obligations	7,916,767	-257,153	0	7,659,614	9,999	7,669,613	95,336	7,764,949	0	7,764,949
Pay and Allowances of Enlisted										
Basic Pay	8,769,484	-165,511	0	8,603,973	57,580	8,661,553	122,460	8,784,013	52,081	8,836,094
Retired Pay Accrual	2,752,063	0	0	2,752,063	0	2,752,063	5,376	2,757,439	16354	2,773,793
Incentive Pay	104,910	0	0	104,910	0	104,910	-770	104,140	0	104,140
Special Pay	372,946	0	0	372,946	0	372,946	1,035	373,981	0	373,981
Special Duty Assignment Pay	83,526	0	0	83,526	0	83,526	901	84,427	0	84,427
Reenlistment Bonus	274,998	0	0	274,998	-3,345	271,653	0	271,653	0	271,653
Enlistment Bonus	36,581	0	0	36,581	0	36,581	0	36,581	0	36,581
Navy College Fund		0	0	0	0	0	0	0	0	0
Loan Repayment Program	11,225	0	0	11,225	-6,225	5,000	0	5,000	0	5,000
Basic Allowance for Housing	4,095,952	-46,608	0	4,049,344	0	4,049,344	75,320	4,124,664	15,248	4,139,912
Station Allowances Overseas	391,896	-49,084	0	342,812	-32,791	310,021	0	310,021	0	310,021
CONUS Cost of Living Allowances	4,395	0	0	4,395	0	4,395	-1,264	3,131	0	3,131
Clothing Allowances	190,431	0	0	190,431	-5,220	185,211	0	185,211	0	185,211
Family Separation Allowances	43,617	0	0	43,617	0	43,617	0	43,617	0	43,617
Aid and Attend Allow for Catastroph Injured	333	0	0	333	0	333	0	333	0	333
Separation Payments	156,500	0	0	156,500	0	156,500	1,222	157,722	0	157,722
Social Security Tax-Employer's Contribution	670,876	0	0	670,876	0	670,876	1,101	671,977	3984	675,961
Reimbursables	96,892	0	0	96,892	-9,225	87,667				
Total Obligations	18,056,625	-261,203	0	17,795,422	774	17,796,196	205,381	17,913,910	87,667	18,001,577
Less Reimbursements	96,892	0	0	96,892	-9,225	96,892	0	0	87,667	87,667
Total Direct Obligations	17,959,733	-261,203	0	17,698,530	9,999	17,699,304	205,381	17,913,910	0	17,913,910
Pay and Allowances for Midshipmen										
Academy Midshipmen	79,242	0	0	79,242	1,696	80,938	0	80,938	0	80,938
Total Obligations	79,242	0	0	79,242	1,696	80,938	0	80,938	0	80,938

MILITARY PERSONNEL, NAVY
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS

	FY 2016 President's Budget	Congressional Action	Enacted Title IX	Available Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Action / Projected Shortfall/(Asset)*	Projected FY 2016 Direct Execution	Projected FY 2016 Reimbursable Execution	FY 2016 Col FY 2017 President's Budget
Subsistence of Enlisted Personnel										
Basic Allow for Subsistence	786,167	0	0	786,167	0	786,167	609	786,776	5063	791,839
Subsistence-in-Kind	425,519	0	0	425,519	-30,988	394,531	-21,131	373,400	2732	376,132
FSSA	4	0	0	4	0	4	6	10	0	10
Reimbursables	9,175	0	0	9,175	-1,380	7,795				
Total Obligations	1,220,865	0	0	1,220,865	-32,368	1,188,497	-20,516	1,160,186	7,795	1,167,981
Less Reimbursements	9,175	0	0	9,175	-1,380	7,795	0	0	7,795	7,795
Total Direct Obligations	1,211,690	0	0	1,211,690	-30,988	1,180,702	-20,516	1,160,186	0	1,160,186
Permanent Change of Station Travel										
Accession Travel	95,649	-7,000	0	88,649	0	88,649	-272	88,377	0	88,377
Training Travel	99,893	0	0	99,893	-11,521	88,372	0	88,372	0	88,372
Operational Travel	249,743	0	0	249,743	-6,880	242,863	0	242,863	0	242,863
Rotational Travel	272,783	0	0	272,783	18,401	291,184	17,115	308,299	0	308,299
Separation Travel	128,917	-8,000	0	120,917	0	120,917	-1,147	119,770	0	119,770
Travel of Organized Units	30,968	0	0	30,968	0	30,968	-284	30,684	0	30,684
Non-Temporary Storage	12,159	0	0	12,159	0	12,159	303	12,462	0	12,462
IPCOT/OTEIP	3,620	0	0	3,620	0	3,620	1,521	5,141	0	5,141
Temporary Lodging Expense	15,800	0	0	15,800	0	15,800	138	15,938	0	15,938
DPPS	7,889	0	0	7,889	0	7,889	-389	7,500	0	7,500
Total Obligations	917,421	-15,000	0	902,421	0	902,421	16,985	919,406	0	919,406
Less Reimbursements	0	0	0	0	0	0	0	0	0	0
Total Direct Obligations	917,421	-15,000	0	902,421	0	902,421	16,985	919,406	0	919,406
Other Personnel Costs										
Apprehension of Military Deserters	59	0	0	59	0	59	11	70	0	70
Absentees & Escaped Military Prisoners	0	0	0	0	0	0	0	0	0	0
Interest on Uniform Svcs Savings (MIA)	1,370	0	0	1,370	0	1,370	-329	1,041	0	1,041
Death Gratuities	17,800	0	0	17,800	-56	17,744	-4,244	13,500	0	13,500
Unemployment Compensation	97,655	-25,000	0	72,655	6,887	79,542	0	79,542	0	79,542
Reserve Income Replacement	0	0	0	0	0	0	0	0	0	0
SGLI	0	0	0	0	0	0	0	0	0	0
Education Benefits	19,364	0	0	19,364	56	19,420	0	19,420	0	19,420
Transportation Subsidy	4,993	0	0	4,993	2,407	7,400	0	7,400	0	7,400
Adoption Expenses	265	0	0	265	0	265	-19	246	0	246
Partial Dislocation Allowance	35	0	0	35	0	35	-5	30	0	30
TSP	0	0	0	0	0	0	0	0	0	0
Senior ROTC	1,916	0	0	1,916	0	1,916	-5	1,911	0	1,911
Scholarship ROTC	19,353	0	0	19,353	0	19,353	22	19,375	0	19,375
JROTC	14,733	0	0	14,733	0	14,733	-1,150	13,583	0	13,583
Preventive Health Allowance Demonstration	0	0	0	0	0	0	0	0	0	0
Stop-Loss Retroactive Pay	0	0	0	0	0	0	0	0	0	0
Cancelled Account Payment	0	0	0	0	0	0	0	0	0	0
Total Obligations	177,543	-25,000	0	152,543	9,294	161,837	-5,719	156,118	0	156,118
Less Reimbursements	0	0	0	0	0	0	0	0	0	0
Total Direct Obligations	177,543	-25,000	0	152,543	9,294	161,837	-5,719	156,118	0	156,118
Total Direct MPN Obligations	28,262,396	-558,356	0	27,704,040	0	27,694,815	291,467	27,995,507	0	27,995,507

*The FY 2016 estimates reflect current projections based on the most recent level of execution; however, the potential reprogramming amount has not been approved by the Office of Management and Budget, and could be revised before an Omnibus Reprogramming is submitted to Congress.

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
FY 2016 Direct Program	7,764,949	17,913,910	80,938	1,160,186	919,406	156,118	27,995,507
INCREASES							
Pricing Increases	142,560	330,435	1,341	39,097	14,288	2,628	530,349
Inflation Rate	4,277		440	39,097			43,814
BAS Growth Rate of 3.4%	4,277			30,099			34,376
Basic Allowance for Subsistence			440				440
Change in BDFA Rate				8,998			8,998
Permanent Change of Station (PCS) Travel - Officer					4,664		4,664
PCS: Accession Travel					413		413
PCS: Operational Travel					1,426		1,426
PCS: Rotational Travel					1,391		1,391
PCS: Separation Travel					506		506
PCS: Training Travel					869		869
PCS: Travel of Organized Units					50		50
In-Place Consecutive Overseas Tour (IPCOT)					9		9
Permanent Change of Station (PCS) Travel - Enlisted					8,313		8,313
PCS: Accession Travel					892		892
PCS: Operational Travel					2,315		2,315
PCS: Rotational Travel					2,705		2,705
PCS: Separation Travel					1,458		1,458
PCS: Training Travel					539		539
PCS: Travel of Organized Units					321		321
In-Place Consecutive Overseas Tour (IPCOT)					40		40
Overseas Tour Extension Incentives Program (OTEIP)					43		43
BAH Rates	46,631	131,940					178,571
BAH Overseas	1,953	5,310					7,263
Domestic Housing Rate Growth of 3.3%	44,678	126,630					171,308
Separation Payments	641	1,998					2,639
Lump Sum Terminal Leave Payments		777					777
Separation Pay - Lump sum Leave Payment(Officer)	278						278
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	333						333
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	8						8
Severance Pay, Disability - Officer	22						22
Severance Pay, Disability (Enl)		355					355
Severance Pay, Non-Disability (Enl) - Invol - Full Pay		603					603
Severance Pay, Non-Disability (Enl) - Invol - Half Pay		263					263
Mass Transportation						1,034	1,034
National Capital Region						529	529
Outside National Capital Region						505	505
Unemployment Benefits						1,097	1,097
Unemployment Compensation						1,097	1,097
Station Allowances, Overseas	1,735						1,735
Station Allowances - Cost Of Living	1,467						1,467
Station Allowances - Temporary Lodging	268						268
CONUS Cost Of Living Allowance (COLA)	14	56					70
CONUS COLA		56					56
CONUS Cost Of Living (COLA)	14						14
Reenlistment Bonus		2,335					2,335
Reenlistment Bonus - Initial Payment		2,335					2,335

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Station Allowance, Overseas		4,807					4,807
Overseas Station Allowance (Enl)		4,293					4,293
Temporary Lodging (Enl)		514					514
Clothing Allowance		3,279					3,279
Enlisted Civilian Clothing		13					13
Supplementary Clothing (Enl)		33					33
Initial Military		1,257					1,257
Replacement Allowances (Basic)		484					484
Replacement Allowances (Std)		1,286					1,286
Replacement Allowances (Special)		206					206
Special Pay	791						791
Career Sea Pay	343						343
Foreign Language Proficiency Pay	1						1
Medical Pay	283						283
SWO CSRB (Junior)	132						132
NSW Officer CSRB	2						2
Dental Pay	30						30
Enlistment Bonus		224					224
Enlistment Bonus - Residuals		164					164
Enlistment Bonus - New Pay		60					60
Senior ROTC (Scholarship Program)						106	106
Uniforms, Commutations-in-Lieu						9	9
Pay & Allowances						46	46
Subsistence of Reserve Officer Candidates						2	2
Uniform, Issue-In-Kind						49	49
Senior ROTC (Non-Scholarship Program)						22	22
Uniforms, Commutations-in-Lieu						9	9
Pay & Allowances						3	3
Uniform, Issue-In-Kind						10	10
Junior ROTC						369	369
Uniforms, Issue-in-Kind						369	369
Uniform Allowance	3						3
Civilian	3						3
Cadets/Midshipmen					9		9
PCS: Accession Travel					8		8
PCS: Separation Travel					1		1
Increases due to Reimbursables	2,235	944					3,179
Retired Pay Accrual	2,235	944					3,179
Annualization of FY 2016 Pay Raise 1.3% (Effective 1 January 2016)	18,353	39,385	192		278		58,208
Basic Pay	13,217	28,718	178				42,113
RPA	3,926	8,470					12,396
FICA	1,210	2,197	14				3,421
Dislocation Allowance					278		278
Increase due to Pay Raise of 1.6% (Effective 1 January 2017)	67,880	145,467	709		1,024		215,080
Basic Pay	48,790	106,032	658				155,480
RPA	14,623	31,325					45,948
FICA	4,467	8,110	51				12,628
Dislocation Allowance					1,024		1,024
Program Increases	11,696	128,376		1,413	2,760	1,257	145,502
Permanent Change of Station (PCS) Travel - Officer					2,454		2,454
PCS: Separation Travel					2,114		2,114

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Temporary Lodging Expense					115		115
Nontemporary Storage					90		90
Defense Personal Property System (DPSS)					135		135
Permanent Change of Station (PCS) Travel - Enlisted					306		306
Temporary Lodging Expense					172		172
Nontemporary Storage					134		134
Separation Payments	2,699	3,196					5,895
Separation Pay - Lump sum Leave Payment(Officer)	1,170						1,170
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay (10%)	1,366						1,366
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay (5%)	43						43
Severance Pay, Non-Disability (Enl) - Invol - Full Pay				3,196			3,196
\$30,000 Lump Sum Bonus	120						120
Pay grade Mix		102,616					102,616
BAH Domestic		1,625					1,625
Basic Pay		73,613					73,613
RPA		21,716					21,716
FICA		5,631					5,631
Increase in RPA Full Time Work Years		31					31
Work Years				1,413			1,413
Change in SIK Operational Rations				37			37
Change in SIK Other Messing				1,376			1,376
Strength Related	826						826
BAH Domestic	744						744
Increase in RPA Full Time Work Years	82						82
Reenlistment Bonus		13,107					13,107
Reenlistment Bonus - Anniversary		13,107					13,107
Clothing Allowance		4,230					4,230
Up-Front Purchases		4,230					4,230
Incentive Pay For Hazardous Duty	656						656
ACCP INITIAL PAYMENTS	625						625
ACIP - Commissioned Officers	31						31
Special Pay	7,515	5,173					12,688
Personal Money Allowance	52						52
Premium Sea Pay	41						41
Foreign Language Proficiency Pay	229						229
Judge Advocate Continuation Pay	164						164
Foreign Language Proficiency Pay (Enl)				891			891
Special Warfare SOCOM CSRB				3,490			3,490
Medical Pay	1,120						1,120
SWO CSRB (Junior)	1,323						1,323
SPECWAR Officer Continuation Pay	52						52
NSW Officer CSRB	229						229
Dental Pay	362						362
SWO CSRB (Post DH)	3,440						3,440
Assignment Incentive Pay (Enl)				792			792
Nurse Pay	480						480
Optometrist Pay	8						8
Pharmacy Pay	15						15
Special Duty Assignment Pay And Proficiency Pay				8			8
SDAP - SD-6 (\$450)				6			6
SDAP - SD-2 (\$150)				2			2

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Enlistment Bonus		32					32
Enlistment Bonus - Residuals		32					32
Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners						1	1
Apprehension						1	1
Interest On Uniformed Services Savings Deposit						19	19
Interest						19	19
Adoption Expenses						4	4
Adoption Expenses						4	4
Senior ROTC (Non-Scholarship Program)						195	195
Uniforms, Commutations-in-Lieu						2	2
Stipend						78	78
Uniform, Issue-In-Kind						115	115
Junior ROTC						1,038	1,038
Uniforms, Issue-in-Kind						1,038	1,038
Special Compensation for Assistance with Activities of Daily Living		14					14
Special Monthly Compensation		14					14
INCREASES Total	154,256	458,811	1,341	40,510	17,048	3,885	675,851
DECREASES							
Program Decreases	-30,293	-207,274	-699	-24,835	-195,147	-5,973	-464,221
Permanent Change of Station (PCS) Travel - Officer					-73,392		-73,392
PCS: Accession Travel					-50		-50
PCS: Operational Travel					-24,338		-24,338
PCS: Rotational Travel					-32,304		-32,304
PCS: Training Travel					-15,733		-15,733
PCS: Travel of Organized Units					-967		-967
Permanent Change of Station (PCS) Travel - Enlisted					-121,727		-121,727
PCS: Accession Travel					-5,146		-5,146
PCS: Operational Travel					-45,715		-45,715
PCS: Rotational Travel					-57,362		-57,362
PCS: Separation Travel					-215		-215
PCS: Training Travel					-7,904		-7,904
PCS: Travel of Organized Units					-5,385		-5,385
Separation Payments		-931					-931
Lump Sum Terminal Leave Payments		-225					-225
Severance Pay, Disability (Enl)		-114					-114
\$30,000 Lump Sum Bonus (Enl)		-120					-120
Voluntary Separation (Enl) - VSI Trust Fund		-400					-400
Loan Repayment Program		-600					-600
Navy College Loan Repayment (Enl)		-600					-600
Pay grade Mix	-26,184						-26,184
BAH Domestic	-13,028						-13,028
BAH Overseas	-1,193						-1,193
BAS	-153						-153
Basic Pay	-4,751						-4,751
RPA	-1,402						-1,402
FICA	-435						-435
Decrease in Basic Pay Work Years	-3,702						-3,702
Decrease in RPA Full Time Work Years	-1,181						-1,181
Decrease in FICA Work Years	-339						-339
Work Years				-14,121			-14,121

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
Change in SIK Work Years				-7,139			-7,139
Change in BAS Collections				-6,252			-6,252
Change in SIK Cash Collections				-730			-730
Strength Related		-162,197	-699	-10,714			-173,610
BAH Domestic		-12,968					-12,968
BAH Overseas		-6,132					-6,132
BAS			-174				-174
Decrease in Basic Pay Work Years		-104,312	-487				-104,799
Decrease in RPA Full Time Work Years		-30,806					-30,806
Decrease in FICA Work Years		-7,979	-38				-8,017
Change in BAS Work Years				-10,714			-10,714
Unemployment Benefits						-1,683	-1,683
Unemployment Compensation						-1,683	-1,683
Station Allowances, Overseas	-1,158						-1,158
Station Allowances - Cost Of Living	-1,002						-1,002
Station Allowances - Temporary Lodging	-156						-156
CONUS Cost Of Living Allowance (COLA)	-2	-36					-38
CONUS COLA		-36					-36
CONUS Cost Of Living (COLA)	-2						-2
Reenlistment Bonus		-30,553					-30,553
Reenlistment Bonus - Initial Payment		-30,553					-30,553
Station Allowance, Overseas		-8,440					-8,440
Overseas Station Allowance (Enl)		-7,661					-7,661
Temporary Lodging (Enl)		-779					-779
Clothing Allowance		-2,151					-2,151
Enlisted Civilian Clothing		-9					-9
Supplementary Clothing (Enl)		-22					-22
Initial Military		-829					-829
Replacement Allowances (Basic)		-316					-316
Replacement Allowances (Std)		-840					-840
Replacement Allowances (Special)		-135					-135
Incentive Pay For Hazardous Duty	-367	-455					-822
Submarine Pay for Officers	-39						-39
Parachute Jumping (Officer)	-3						-3
Demolition Duty (Officer)	-2						-2
Visit, Board, Search and Seizure	-1						-1
Parachute Jumping (Enl)		-226					-226
Demolition Duty (Enl)		-219					-219
ACCP Anniversary Payments	-322						-322
Flying Duty - Career		-10					-10
Special Pay	-2,573	-1,899					-4,472
Responsibility Pay	-1						-1
Diving Duty Pay	-17						-17
Career Sea Pay	-421						-421
Diving Duty Pay (Enl)		-563					-563
Nuclear Officer Incentive Pay	-60						-60
EOD CSRB - Anniversary Payments	-22						-22
SWO Continuation Pay	-1,690						-1,690
Enlisted Supervisor Retention Pay CSRB		-273					-273
Civil Engineer Corps CSRB	-344						-344
EOD CSRB - Initial Payments	-18						-18

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
(In Thousands of Dollars)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 3</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>Amount</u>
EOD CSRB		-1,063					-1,063
Special Duty Assignment Pay And Proficiency Pay		-12					-12
SDAP - SD-1 (\$75)		-8					-8
Recruiter - Recruiter (\$375)		-4					-4
Education Benefits (Amortization Payments)						-2,915	-2,915
Unfunded liability						-2,915	-2,915
Senior ROTC (Scholarship Program)						-1,305	-1,305
Uniforms, Commutations-in-Lieu						-32	-32
Pay & Allowances						-283	-283
Subsistence of Reserve Officer Candidates						-54	-54
Stipend						-800	-800
Uniform, Issue-In-Kind						-96	-96
SROTC Foreign Language SPB						-40	-40
Senior ROTC (Non-Scholarship Program)						-70	-70
Pay & Allowances						-40	-40
Subsistence of Reserve Officer Candidates						-26	-26
SROTC Foreign Language SPB						-4	-4
Uniform Allowance	-12						-12
Initial - Regular	-3						-3
Additional	-3						-3
Initial - Reserves	-6						-6
Cadets/Midshipmen					-28		-28
PCS: Accession Travel					-26		-26
PCS: Separation Travel					-2		-2
Pricing Decreases	-80,133	-175,235		-161			-255,529
Inflation Rate	-76,945	-167,712					-244,657
RPA Full Time Rate growth of -1.9%	-76,945	-167,712					-244,657
Strength Related							
RPA							
Reenlistment Bonus		-6,534					-6,534
Reenlistment Bonus - Anniversary		-6,534					-6,534
Incentive Pay For Hazardous Duty	-608						-608
ACCP INITIAL PAYMENTS	-143						-143
ACCP Anniversary Payments	-465						-465
Special Pay	-211	-543					-754
Personal Money Allowance	-53						-53
Judge Advocate Continuation Pay	-149						-149
SPECWAR Officer Continuation Pay	-9						-9
Enlisted Supervisor Retention Pay CSRB		-397					-397
EOD CSRB		-146					-146
Decreases due to Reimbursables	-2,369	-446		-161			-2,976
Basic Pay	-1,203	-157					-1,360
Basic Allowance for Subsistence	-782			-68			-850
Basic Allowance for Housing (Domestic)	-291	-276					-567
SS Tax-Employer Contribution	-93	-13					-106
Subsistence-in-kind				-93			-93
(blank)							
(blank)							
(blank)							
DECREASES Total	-110,429	-382,509	-699	-24,996	-195,147	-5,973	-719,753
FY 2017 Direct Program	7,808,776	17,990,212	81,580	1,175,700	741,307	154,030	27,951,605

Section 4

Detail of Military Personnel Entitlements

Budget Activity 1
Pay and Allowances of Officers

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

		Amount
Total FY 2016 Direct Program		7,764,949
Increases		
Pricing Increases		
Strength Related		137,141
Annualization of FY 2016 Pay Raise 1.3% (Effective 1 January 2016)		18,353
Basic Pay	13,217	
RPA	3,926	
FICA	1,210	
Increase due to Pay Raise of 1.6% (Effective 1 January 2017)		67,880
Basic Pay	48,790	
RPA	14,623	
FICA	4,467	
Inflation Rate		4,277
BAS Growth Rate of 3.4%	4,277	
BAH Rates		46,631
Domestic Housing Rate Growth of 3.3%	44,678	
BAH Overseas	1,953	

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

Other Pricing Increases			3,184
Special Pay-Officer			791
	Medical Pay	283	
	Dental Pay	30	
	Career Sea Pay	343	
	Foreign Language Proficiency Pay	1	
	SWO CSRB (Junior)	132	
	NSW Officer CSRB	2	
Station Allowances, Overseas-Officer			1,735
	Station Allowances - Cost Of Living	1,467	
	Station Allowances - Temporary Lodging	268	
CONUS Cost Of Living Allowance (COLA)-Officer			14
	CONUS Cost Of Living (COLA)	14	
Uniform Allowance-Officer			3
	Civilian	3	
Separation Payments-Officer			641
	Separation Pay - Lump sum Leave Payment(Officer)	278	
	Severance Pay, Disability - Officer	22	
	Severance Pay Invol - Full Pay (10%) - Invol - Full Pay	333	
	Severance Pay Invol - Full Pay (10%) - Invol - Half Pay	8	
Increases due to Reimbursables			2,235
	Retired Pay Accrual	2,235	
	Total Pricing Increases		142,560
Program Increases			
Strength Related			826
			826
	Increase in RPA Full Time Work Years	82	
	BAH Domestic	744	
	BAH Overseas	0	

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS

(In Thousands of Dollars)

Other Program Increases		10,870
Incentive Pay For Hazardous Duty-Officer		656
ACIP - Commissioned Officers	31	
ACCP INITIAL PAYMENTS	625	
Special Pay-Officer		7,515
Medical Pay	1,120	
Dental Pay	362	
Optometrist Pay	8	
Pharmacy Pay	15	
Nurse Pay	480	
Personal Money Allowance	52	
Premium Sea Pay	41	
Foreign Language Proficiency Pay	229	
Judge Advocate Continuation Pay	164	
SWO CSRB (Post DH)	3,440	
SWO CSRB (Junior)	1,323	
SPECWAR Officer Continuation Pay	52	
NSW Officer CSRB	229	
Separation Payments-Officer		2,699
Separation Pay - Lump sum Leave Payment(Officer)	1,170	
Severance Pay Invol - Full Pay (10%) - Invol - Full Pay	1,366	
Severance Pay Invol - Full Pay (10%) - Invol - Half Pay	43	
\$30,000 Lump Sum Bonus	120	
Total Program Increases		11,696
Total Increases		154,256

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

Decreases			
Pricing Decreases			
Strength Related			-76,945
Inflation Rate		-76,945	
RPA Full Time Rate growth of -1.9%	-76,945		
Other Pricing Decreases			
Incentive Pay For Hazardous Duty-Officer		-608	-819
ACCP INITIAL PAYMENTS	-143		
ACCP Anniversary Payments	-465		
Special Pay-Officer		-211	
Personal Money Allowance	-53		
Judge Advocate Continuation Pay	-149		
SPECWAR Officer Continuation Pay	-9		
Decreases due to Reimbursables		-2,369	-2,369
Basic Pay	-1,203		
Basic Allowance for Housing (Domestic)	-291		
Basic Allowance for Subsistence	-782		
SS Tax-Employer Contribution	-93		
Total Pricing Decreases			-80,133

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

Program Decreases			
Strength Related			-26,184
Pay grade Mix			-6,588
	Basic Pay	-4,751	
	RPA	-1,402	
	FICA	-435	
			-19,596
	Decrease in Basic Pay Work Years	-3,702	
	Decrease in RPA Full Time Work Years	-1,181	
	Decrease in FICA Work Years	-339	
	BAS	-153	
	BAH Domestic	-13,028	
	BAH Overseas	-1,193	
Other Program Decreases			-4,112
Incentive Pay For Hazardous Duty-Officer			-367
	ACCP Anniversary Payments	-322	
	Submarine Pay for Officers	-39	
	Parachute Jumping (Officer)	-3	
	Demolition Duty (Officer)	-2	
	Visit, Board, Search and Seizure	-1	
Special Pay-Officer			-2,573
	Responsibility Pay	-1	
	Diving Duty Pay	-17	
	Nuclear Officer Incentive Pay	-60	
	Career Sea Pay	-421	
	SWO Continuation Pay	-1,690	
	EOD CSRB - Initial Payments	-18	
	EOD CSRB - Anniversary Payments	-22	
	Civil Engineer Corps CSRB	-344	

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF OFFICERS
(In Thousands of Dollars)

Station Allowances, Overseas-Officer		-1,158	
	Station Allowances - Cost Of Living	-1,002	
	Station Allowances - Temporary Lodging	-156	
CONUS Cost Of Living Allowance (COLA)-Officer			-2
	CONUS Cost Of Living (COLA)	-2	
Uniform Allowance-Officer			-12
	Initial - Reserves	-6	
	Initial - Regular	-3	
	Additional	-3	
	Total Program Decreases		-30,296
 Total Decreases			 -110,429
 Total FY 2017 Direct Program			 7,808,776

(In Thousands Of Dollars)

Project: Basic Pay - Officer

FY 2017 Estimate	\$ 4,120,767
FY 2016 Estimate	\$ 4,067,213
FY 2015 Actual	\$ 4,093,020

Part I - Purpose And Scope

Funds requested to provide basic compensation for officers on active duty according to rank and length of service under provisions of Title 37 U.S.C. 201, 203, 204, 205. The estimate excludes those officers on active duty at the seat of government and at headquarters responsible for reserve affairs (Title 10 U.S.C. 12301) and those officers of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (Title 10 U.S.C. 12301).

Career Intermission Pilot Program - PL 110-417 Sec 533 authorizes the armed forces in the Department of Defense (DoD) to establish a pilot program under which officer and enlisted members may be temporarily released from active duty with a corresponding appointment/enlistment in the Inactive Ready Reserves (IRR) for periods up to 3 years while retaining certain active duty benefits and be returned to active duty at the end of the inactive duty period. Each month during participation in the program, members will be paid two times; one thirtieth of the monthly basic pay to which the participant would be otherwise entitled based on grade and years of service at the time of separation from active duty.

Part II - Justification Of Funds Requested

FY 2015 is based on end strength of 54,223 and 55,502 workyears. FY 2016 is based on end strength of 54,333 and 54,598 workyears. FY 2017 is based on end strength of 54,112 and 54,549 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2015 includes a 1.0% across the board pay raise effective 1 January 2015. FY 2016 includes a 1.3% across the board pay raise effective 1 January 2016. FY 2017 includes a 1.6% across the board pay raise effective 1 January 2017.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Officer									
O-10 Admiral	10	181,501.20	1,815	10	183,270.00	1,833	10	185,652.00	1,857
O-9 Vice Admiral	34	181,486.17	6,171	34	183,270.00	6,231	36	185,652.00	6,683
O-8 Rear Admiral (UH)	68	169,146.07	11,502	68	171,218.11	11,643	71	173,829.19	12,342
O-7 Rear Admiral (LH)	113	147,089.31	16,621	112	148,891.15	16,676	116	151,161.74	17,535
O-6 Captain	3,251	124,498.27	404,744	3,154	126,023.37	397,478	3,091	127,945.23	395,479
O-5 Commander	6,929	100,330.97	695,193	6,654	101,560.02	675,780	6,595	103,108.81	680,003
O-4 Lieutenant Commander	10,889	84,571.26	920,896	10,533	85,607.26	901,701	10,585	86,912.77	919,972
O-3 Lieutenant	19,002	68,077.75	1,293,613	19,007	68,911.72	1,309,805	18,810	69,962.62	1,315,997
O-2 Lieutenant (JG)	6,560	52,874.07	346,854	6,691	53,521.78	358,114	6,945	54,337.99	377,377
O-1 Ensign	6,953	38,847.67	270,108	6,646	39,323.55	261,344	6,574	39,923.23	262,455
W-5 Warrant Officer 5	73	101,285.93	7,394	69	102,526.68	7,074	69	104,090.21	7,182
W-4 Warrant Officer 4	412	87,305.93	35,970	405	88,375.43	35,792	416	89,723.16	37,325
W-3 Warrant Officer 3	638	73,780.05	47,072	651	74,683.86	48,619	693	75,822.79	52,545
W-2 Warrant Officer 2	570	61,520.94	35,067	564	62,274.57	35,123	538	63,224.26	34,015
W-1 Warrant Officer 1			0			0			0
Total Basic Pay - Officer	55,502		4,093,020	54,598		4,067,213	54,549		4,120,767
Shortfall/Asset Adjustment						172,777			
Funded Level						3,894,436			

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Officer

FY 2017 Estimate	\$ 1,214,093
FY 2016 Estimate	\$ 1,274,990
FY 2015 Actual	\$ 1,308,694

Part I - Purpose And Scope

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Additionally, funds are budgeted to support military retirement reform which changes the current retirement system from 40% of the average of high 3 years of monthly base pay to 50% of average of high 3 with COLA adjustments using modified Consumer Price Index.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

(a) Beginning in FY 2008, Title V, section 581 of the 2007 NDAA directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for special work. The full time RPA % in FY 2015 is 32.2% and 31.4% in FY 2016 and 29.5% in FY 2017. The part-time RPA % in FY 2015 is 22.5% and 23% in FY 2016 and 23.6% in FY 2017.

(b) the total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

Cost computations are as follows:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	54,418	23,667.85	1,287,957	54,301	23,373.39	1,269,198	54,248	22,267.41	1,207,962
Reserve Component									
Retired Pay Accrual - Part Time	1,084	19,130.41	20,737	297	19,500.81	5,792	301	20,368.08	6,131
Total Retired Pay Accrual -Officer	55,502		1,308,694	54,598		1,274,990	54,549		1,214,093
Shortfall/Asset Adjustment						(15,311)			
Funded Level						1,290,301			

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty-Officer

FY 2017 Estimate	\$ 132,868
FY 2016 Estimate	\$ 133,187
FY 2015 Actual	\$ 129,788

Part I - Purpose And Scope

Funds requested provide payment to officers for the following types of duty:

(1 and 2) Aviation Career Incentive Pay (ACIP) (37 U.S.C. 301a) - Financial incentive for members to serve as military aviators throughout a military career. Started in 1974. Last rate changes made by FY 1998 NDAA (to establish \$840 rate level) and by FY 1999 NDAA to facilitate payment of ACIP to warrant officers. Payment ranges from \$125 to \$840 per month, determined by years of aviation service.

(3 and 4) Aviation Career Continuation Pay (ACCP) (37 U.S.C. 301b) -Financial incentive to retain qualified, experienced aviators who have completed their Active Duty Service Obligation (ADSO) to remain on active duty for a specified period of additional service and agree between January 1, 1989 and December 31, 2015. First authorized by FY 1990 NDAA. Last changed by FY 2000 NDAA to give the Services the discretion to pay ACCP to aviators in other than critically short aviation subspecialties; in amounts up to \$25,000 for each year of service agreement, regardless of the length of the contract; through 25 years of aviation service; and to aviators in grade 0-6.

(5) Flying Duty Crew Members (37 U.S.C. 301(a) (1)) -For performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$150 to \$250 per month, determined by grade.

(6) Flying Duty Non-Crew Members (37 U.S.C. 301(a)(2)) - For performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments other than as crew members. The FY 1998 NDAA increased the rate from \$110 to \$150 per month. Payment is a flat \$150 per month.

(7) Submarine duty (37 U.S.C. 301c) -Duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The FY 2002 NDAA removed the rate table from law and vested authority in the Secretary of the Navy to set submarine pay rates within a cap of \$1,000 per month.

(8) Parachute jumping (37 U.S.C. 301(a) (3)) -Duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.

(9) Duty inside a high or low pressure chamber (37 U.S.C. 301(a) (5),(6),(7)) - Duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.

(10) Demolition Duty (37 U.S.C. 301(a)(4)) - Duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.

(11) Flight Deck Duty (37 U.S.C. 301(a)(8)) - Duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.

(12) Toxic Material Pay (37 U.S.C. 301(a)(9),(10)) - Duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.

(13) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 301(a)(11)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.

Part II - Justification Of Funds Requested

Hazardous duty pay is computed using the average number of officers eligible for each type of payment. Average rates for flying duty for crew members are based on statutory rates categorized by years of aviation/commissioned service. Aviation career continuation pay (ACCP) long term contracts are computed at no greater than \$25,000 per year for pilots and \$15,000 per year for naval flight officers (NFOs) if the officer agrees to remain on active duty for 5 years, with a 50% up front lump sum payment option. The lump sum of \$67,000 for pilots and \$37,500 for NFOs is the basis for all long term ACCP payments. All short term (3 years or less) payment projections are based on \$15,000 for both pilots and NFOs with no lump sum option. Average rates for submarine duty are based on statutory rates by pay grade within each longevity step. All other hazardous duty is computed at the statutory rate of \$1,320/\$1,800 per annum for each workyear, except for those officers who receive \$1,980/\$2,700 per year for performing high altitude/low opening parachute jumps.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) ACIP - Commissioned Officers									
Regular (2) years	1,918	1,500.00	2,877	1,910	1,500.00	2,865	1,911	1,500.00	2,867
Regular (2-3) years	814	1,872.00	1,524	810	1,872.00	1,516	810	1,872.00	1,516
Regular (3-4) years	815	2,256.00	1,839	810	2,256.00	1,827	812	2,256.00	1,832
Regular (4-6) years	1,475	2,472.00	3,646	1,468	2,472.00	3,629	1,469	2,472.00	3,631
Regular (6-14) years	4,361	7,800.00	34,016	4,348	7,800.00	33,914	4,352	7,800.00	33,946
Regular (14-22) years	2,375	10,080.00	23,940	2,346	10,080.00	23,648	2,345	10,080.00	23,638
Regular (> 22) years	170	7,020.00	1,193	169	7,020.00	1,186	169	7,020.00	1,186
Regular (> 23) years	114	5,940.00	677	113	5,940.00	671	113	5,940.00	671
Regular (> 24) years	111	4,620.00	513	111	4,620.00	513	111	4,620.00	513
Regular (> 25) years	28	3,000.00	84	28	3,000.00	84	28	3,000.00	84
Total - (1)	12,181		70,309	12,113		69,853	12,120		69,884
(2) ACIP - Warrant Officers									
2 Years	7	1,500.00	11	6	1,500.00	9	6	1,500.00	9
2 - 3 Years	6	1,872.00	11	7	1,872.00	13	7	1,872.00	13
3 - 4 Years	5	2,256.00	11	5	2,256.00	11	5	2,256.00	11
4 - 6 Years	7	7,800.00	55	7	2,472.00	17	7	2,472.00	17
6 - 18 Years	0		0	0		0	0		0
Total - (2)	25		88	25		50	25		50
Total (1)-(2)	12,206		70,397	12,138		69,903	12,145		69,934

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) ACCP INITIAL PAYMENTS									
Pilots	306	16,452.00	5,034	278	16,296.00	4,530	305	15,931.00	4,859
Flight Officers	146	15,595.00	2,277	131	15,320.00	2,007	144	15,000.00	2,160
Total - (3)	452		7,311	409		6,537	449		7,019
(4) ACCP Anniversary Payments									
Pilots	922	15,120.00	13,941	1,089	15,762.00	17,165	1,063	15,228.00	16,187
Flight Officers	451	13,553.00	6,112	500	14,721.00	7,361	505	14,955.00	7,552
Total - (4)	1,373		20,053	1,589		24,526	1,568		23,739
Total (3)-(4)	1,825		27,364	1,998		31,063	2,017		30,758
(5) Flying Duty Crew Members	37	3,000.00	111	37	3,000.00	111	37	3,000.00	111
(6) Flying Duty Non-Crew Members	7	1,800.00	13	7	1,800.00	13	7	1,800.00	13
(7) Submarine Pay for Officers									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	135	10,020.00	1,353	136	10,020.00	1,363	136	10,020.00	1,363
O-5 Commander	270	10,020.00	2,705	269	10,020.00	2,695	268	10,020.00	2,685
O-4 Lieutenant Commander	577	9,060.00	5,228	582	9,060.00	5,273	580	9,060.00	5,255
O-3 Lieutenant	1,303	7,500.00	9,773	1,314	7,500.00	9,855	1,313	7,500.00	9,848
O-2 Lieutenant (JG)	811	4,120.00	3,341	814	4,120.00	3,354	813	4,120.00	3,350
O-1 Ensign	726	4,120.00	2,991	728	4,120.00	2,999	728	4,120.00	2,999
W-5 Warrant Officer 5	3	5,100.00	15	3	5,100.00	15	3	5,100.00	15
W-4 Warrant Officer 4	12	5,100.00	61	12	5,100.00	61	12	5,100.00	61
W-3 Warrant Officer 3	21	5,100.00	107	22	5,100.00	112	22	5,100.00	112
W-2 Warrant Officer 2	20	5,100.00	102	21	5,100.00	107	21	5,100.00	107
W-1 Warrant Officer 1			0			0			0

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(8) Parachute Jumping (Officer)	3,878		25,676	3,901		25,834	3,896		25,795
Parachute Jumping	1,236	2,539.11	3,138	1,242	2,540.00	3,155	1,241	2,540.00	3,152
Total - (8)	1,236		3,138	1,242		3,155	1,241		3,152
(9) Duty inside a high/low pressure chamber									
Hi/Lo Pressure Chamber	23	1,800.00	41	23	1,800.00	41	23	1,800.00	41
Total - (9)	23		41	23		41	23		41
(10) Demolition Duty (Officer)									
Demolition Duty	1,361	1,800.00	2,450	1,362	1,800.00	2,452	1,361	1,800.00	2,450
Total - (10)	1,361		2,450	1,362		2,452	1,361		2,450
(11)Flight Deck Duty	329	1,800.00	592	339	1,800.00	610	339	1,800.00	610
(12)Toxic Material Pay	1	1,800.00	2	0		0	0		0
(13)Visit, Board, Search and Seizure	2	1,800.00	4	3	1,800.00	5	2	1,800.00	4
Total Incentive Pay For Hazardous Duty	20,905		129,788	21,050		133,187	21,068		132,868
Shortfall/Asset Adjustment						632			
Funded Level						132,555			

(In Thousands Of Dollars)

Project: Special Pay-Officer

FY 2017 Estimate	\$ 428,731
FY 2016 Estimate	\$ 423,209
FY 2015 Actual	\$ 406,272

Part I - Purpose And Scope

Funds requested provide for the following special pay:

(1) Physicians pay (37 U.S.C. 302):

(a) Variable special pay (37 U.S.C. 302 (a)) - monthly payment to medical corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$1,200 to \$12,000 per year.

(b) Additional special pay (37 U.S.C. 302 (a)) - an annual payment which varies with length of creditable service paid to medical corps officers who execute a written agreement to remain on active duty for a period of not less than one year and who are not undergoing medical or osteopathic internship, or initial residency. Flat \$15,000 for a 12-month active duty service agreement.

(c) Board certified pay (37 U.S.C. 302 (a)) - a monthly payment which varies with length of creditable service paid to medical corps officers who become certified or re-certified as having successfully met specified post-graduate education, training and experience requirements in a medical or osteopathic specialty. Payment ranges from \$2,500 to \$6,000 per year.

(d) Medical incentive pay (37 U.S.C. 302 (b)) - for medical corps officers, O-6 and below, who meet certain criteria, and who agree to remain on active duty for a period of one year for up to \$75,000 and who are not undergoing medical or osteopathic internship, initial residency, subspecialty or fellowship training.

(e) Multiyear specialty pay (MSP) (37 U.S.C. 301(d)) - a bonus payable to medical corps officers, O-6 and below, who have eight years of creditable service or no further post graduate medical training obligation and executes an agreement to serve an additional two, three or four years on active duty for up to \$75,000 per year.

(f) Critical Skills Accession Bonus (37 U.S.C. 302 (k)) - a bonus payable to medical corps officers in a specialty designated by regulations as a critically short wartime specialty and who executes a written agreement to accept a commission and remain on active duty for not less than four consecutive years. The bonus may not exceed \$400,000.

(2) Dentists pay:

(a) Variable special pay (37 U.S.C. 302(b)) - monthly payment to dental corps officers on active duty under a call or order to active duty for a period of not less than one year. Amount paid varies with total length of creditable service and ranges from \$3,000 to \$12,000 per year.

(b) Additional special pay (37 U.S.C. 302(b)) - FY2007 NDAA allows for an annual payment which varies with length of creditable service which is paid to dental corps officers who execute a written agreement to remain on active duty for a period of not less than one year and who are undergoing dental internships or residency training. Payment ranges from \$10,000 to \$15,000 per year.

(c) Board certified pay (37 U.S.C. 302(b)) - a monthly payment which varies with length of creditable service paid to dental corps officers who attain board certification or board certification equivalency requirements. Payment ranges from \$2,500 to \$6,000 per year.

(d) Accession bonus (37 U.S.C. 302(h)) - FY2007 NDAA increases the amount of bonus paid to a dental school graduate who agrees to accept a commission as an officer, between September 23, 1996 and December 31, 2015, and remains on active duty on active duty for a period of not less than four years from up to \$200,000.

(e) Dental Incentive Special Pay (ISP) (37 U.S.C. 302b(a)(6)) - A dental officer who is an oral or maxillofacial surgeon and who executes a written agreement to remain on active duty for one year may be paid incentive special pay up to \$75,000.

(f) Multiyear specialty pay (MSP) (37 U.S.C. 301(e)) - MSP is a bonus payable to a dental corps officer who has at least eight years of creditable service, or has completed any active duty service commitment incurred for dental education and training, has completed specialty training, and executes an agreement to serve an additional two, three or four years on active duty for up to \$50,000 per year.

(g) Dental Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(3) General Dentist Accession Bonus (37 U.S.C. 335(a)) - Financial incentive to address skill-specific accession problems. Amounts may not exceed \$150,000 per year.

(4) Optometrists pay:

(a) Special pay (37 U.S.C. 302(a)) - a monthly pay of \$100 to officers on active duty designated as optometrists.

(b) Multiyear retention bonus (37 U.S.C. 302(a)) - an annual payment of \$6,000 per year of contract for designated officers who agree to remain on active duty as an optometrist. First authorized by FY1990 NDAA for an annual bonus not to exceed \$15,000, payable to officers drawing optometrist regular special pay who have completed initial ADSO for education and training and who execute a 12 month active duty service agreement.

(5) Pharmacy accession bonus:

(a) Accession bonus (37 U.S.C. 302(j)) - \$30,000 lump sum paid to graduates of an accredited school of pharmacy who agree to accept an active duty commission as a MSC officer, between October 30, 2000 and December 31, 2015, designated as a pharmacist (minimum 4-yr obligation). Individuals not eligible if they received financial assistance from DoD.

(b) Special pay (37 U.S.C. 302(i)) - payable to active duty officers designated as pharmacists who agree to remain on active duty for a period of one year or more. Payments may not exceed \$15,000.

(6) Nurse pay (37 U.S.C. 302(d) and 302(e)) :

(a) Accession bonus - a bonus paid to a person who is a registered nurse, for up to \$30,000, who agrees to accept a commission as an officer, between November 29, 1989 and December 31, 2015, and remain on active duty for a period of not less than three years.

(b) Incentive - Special pay authorized to officers who serve in a nursing specialty (other than nurse anesthetists). Designated by the Secretary to meet critical requirements during wartime or peacetime. Requires post baccalaureate education and training. Payments not to exceed \$50,000 for a 12-month period.

(7) Non Physician's Pay:

(a) Health Profession Officer Incentive Pay (37 U.S.C. 335, 371, and 373) - \$5000 discretionary bonus paid to eligible MSC officers who agree to remain on active duty for not less than 12 months and who are fully privileged and practicing in a specialty designated by ASD(HA). May not exceed \$15k per year of obligation.

(b) Health Professional Officer Retention Bonus - \$10,000 - \$20,000 discretionary retention bonus paid to MSC Licensed Clinical Psychology and qualified Physician Assistants officers O-6 and below with no training/education obligation or minimum 8 YOS from Health Professional Pay Entry Date (HPPED) with training or education obligation for 2, 3, or 4-yr obligation. May not exceed \$25,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Must be licensed, and must have at least 8 YCS or completed AD commitment for psych/PA education/training.

(c) Health Profession Officer Board Certified Pay (37 U.S.C. 302(c)) - Paid monthly to MSC officers who are Clin Psych, PA, Social Worker only, with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. May not exceed \$6,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18)

(d) Health Profession Officer Accession Bonus - \$12,500/\$15,000 (3/4-yr obligation). Paid to licensed Clinical Psychologists who agree to accept a commission as an MSC officer and who obtain and maintain a license as a clinical psychologist. May not exceed \$30,000 per year of obligation (sections 335, 371, and 373 of title 37 of the United States Code (USC) as enacted by section 661 of Public Law 110-18). Not payable to a person who, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the DoD to pursue a course of study in psychology.

(e) Non-Physician Board Certified Pay - Paid monthly to MSC officers (except Clin Psych, PA, Social Worker) with a post baccalaureate degree who are health care providers and board certified by a nationally recognized board. Annual rates established by statute (37 USC 302c).

(f) Clinical Psychologist Critical Skills Retention Bonus (CSRB) (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First Authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(8) Personal money allowances (37 U.S.C. 414) :

(a) Personal money allowances - paid to flag officers on active duty who are serving as Chairman, Joint Chiefs of Staff, Vice Admirals, senior members of the military staff committee of the United Nations, Admiral, or Chief of Naval Operations.

(9) Special allowances (37 U.S.C. 414(b)) - paid to officers on active duty serving as Commandant of Midshipmen, U. S. Naval Academy; Superintendent, Naval Post Graduate School; President, Naval War College; Superintendent, U. S. Naval Academy, or Director of Naval Intelligence.

(10) Save Pay (37 U.S.C. 907) - stipulates that a Warrant Officer who accepts an appointment as a commissioned officer in a pay grade above W-4 be paid the greater of:

(a) the pay and allowance to which he is entitled as such commissioned officer;

(b) the pay and allowances to which he would be entitled if he were in the last warrant officer grade he held before his appointment as such a commissioned officer; or

(c) in the case of an officer who was formerly an enlisted member, the pay and allowances to which he would be entitled if he were in the last enlisted grade he held before his appointment as an officer.

(11) Responsibility pay (37 U.S.C. 306) - an amount which varies by pay grade, payable to officers on active duty serving in Secretary of the Navy designated positions of unusual responsibility which are of a critical nature to the Navy.

(12) Diving duty pay (37 U.S.C. 304) - a monthly amount not to exceed \$240, paid to officers on active duty assigned to diving duty. Recipients of diving duty pay are required to maintain proficiency as divers and must actually perform diving duty.

(13) Nuclear Officer Incentive Pay (37 U.S.C. 333 (d) (1) (A) (312, 312b,312c and 312f)):

(a) an annual bonus not to exceed \$50,000 paid to officers below the pay grade of 0-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and agree to remain on active duty for a period of three or more years after the expiration of their minimum service obligation.

(b) a bonus not to exceed \$2,000 paid to officers who complete nuclear power training.

(c) an annual bonus not to exceed \$22,000 (\$14,000 for LDOs) paid to officers below the pay grade of 0-7 who are qualified to supervise, operate, and maintain naval nuclear propulsion plants and who continue on active duty after completion of other existing service contracts.

(14) Sea pay (37 U.S.C. 305a) :

(a) Career sea pay (CSP) - a variable amount paid monthly that ranges from \$50 to \$750 to officers on active duty who are permanently or temporarily serving on a ship, the primary mission of which is accomplished while underway, or while serving as a member of the off crew of a two-crewed submarine; or when serving on a ship, the primary mission of which is accomplished while in port. CSP is earned only during a period that the ship is away from its homeport for 30 consecutive days or more. The FY 2001 National Defense Authorization Act enhanced CSP which increases existing sea pay rates in order to restore incentive values of sea pay and expands CSP to officers with less than three years of sea duty if they are assigned to qualifying sea duty.

(15) Premium sea pay - \$350 per month paid to officers who are entitled to CSP who have served more than 36 consecutive months on sea duty payable on the 37th consecutive month.

(16) Imminent danger pay (37 U.S.C. 310) - Prior to Dec. 31, 2011, members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area. Now service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.

(17) Foreign language proficiency pay (37 U.S.C. 316) -a monthly payment made to qualified officers whose military specialty requires proficiency in a foreign language not to exceed \$12,000 per one-year certification period. The FY05 NDAA increased the monthly cap from \$300 to \$1,000 per month for members entitled to basic pay and a one-time bonus not to exceed \$6,000 for Reserve component members who fulfill a 12 month certification period.

(18) Judge advocate continuation pay (JACP) (37 U.S.C. 321) - authorizes up to \$60,000 per uniformed judge advocate. The Navy plan consists of three phases: (1) \$30,000 payment at augmentation with three years obligated service; (2) \$15,000 payment upon promotion to O4 (2 years obligated service); and (3) \$15,000 payment upon reaching 10 years of active commissioned service as a JAG (2 years obligated service).

(19) Hardship Duty Pay (HDP) (37 U.S.C. 305) - paid to members at specified duty locations and special missions effective January 2001, not to exceed \$1,500 monthly.

(20) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 305) - paid to both Active Component (AC) and Reserve Component (RC) members for a deployment tempo that requires the member to perform duties in an operational environment for extended periods. Personnel who are deployed beyond 220 consecutive days become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.

(21) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2003 NDAA. The monthly statutory maximum payable is \$3,000.

(22) Submarine Support Incentive Pay (37 U.S.C. 355) - financial incentive to retain the most experienced submarine officers past 20 years of service. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of commissioned service.

(23) Surface Warfare Officer (SWO) Continuation Pay (37 U.S.C. 319) - financial incentive for SWO's selected for Department Head (DH) to agree to remain on active duty to complete that tour. Payment is up to \$50,000 as a one-time bonus for eligible officers.

(24 - 27) Surface Warfare Officer Critical Skills Retention Bonus (CSRB) (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, currently not payable past completion of 25 years of active duty. FY08 legislative proposal would expand eligibility to over 25 years of service.

(28) Special Warfare Officer Incentive Pay (37 U.S.C. 318) - financial incentive for qualified, experienced Special Warfare officers to remain on duty beyond their initial ADSO. Up to \$15,000 per year payable to eligible officers.

(29 - 30) EOD CSRB (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(31) Special Warfare Critical Skills Accession Bonus (CSAB) (37 U.S.C. 324) - broad authority that gives service secretaries authority to offer up to \$60,000 to an individual who agrees to accept a commission and serve on active duty in a designated critical skill for the period specified in the agreement. First authorized by the FY 2002 NDAA.

(32) Naval Special Warfare Officer Critical Skills Retention Bonus (37 U.S.C. 323) - financial incentive to address the critical shortages of Seal Control grade officers (LCDR, CDR and CAPT). The program offers two options for service, a five year option for \$25,000 per year and a three year option for \$15,000 per year (both bonuses are paid in equal installments, the first upon contract acceptance and the remainder paid annually on the contract anniversary date).

(33) Intelligence Officers (INTEL) CSRB (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(34) Bahrain AIP (37 U.S.C. 307a) - a limited program for officer continuity billets in Bahrain authorized by OSD 5 Jan 06. Payment is a flat rate of \$500 per month.

(35) Civil Engineer Corps CSRB (37 USC 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

Part II - Justification Of Funds Requested

Special pay for physicians and dentists is computed by multiplying the statutory rates for members within each applicable longevity step. Costs for career sea pay are based on average rates and grade distribution experienced in FY 2008. Other special pays are computed by applying statutory or average rates to the average number of personnel programmed to be eligible.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Medical Pay									
Variable	4,202	7,045.81	29,606	4,270	7,045.00	30,082	4,270	7,045.00	30,082
Additional	2,772	14,997.44	41,573	2,814	15,000.00	42,210	2,816	15,000.00	42,240
Board Certified	2,114	3,712.86	7,849	2,110	3,737.00	7,885	2,135	3,738.00	7,981
Medical Incentive	2,305	29,493.66	67,983	2,167	29,420.00	63,753	2,181	29,496.00	64,331
Multi Year Pay	1,078	41,529.91	44,769	1,142	41,526.00	47,423	1,156	41,628.00	48,122
Critical Skills Accession Bonus	1	338,000.00	338	3	350,000.00	1,050	3	350,000.00	1,050
Total - (1)	12,472		192,118	12,506		192,403	12,561		193,806

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Dental Pay									
Variable	475	8,809.76	4,185	480	8,800.00	4,224	475	9,000.00	4,275
Additional	390	14,173.83	5,528	425	14,200.00	6,035	425	14,200.00	6,035
Board Certified	231	4,895.46	1,131	250	4,902.00	1,226	250	4,902.00	1,226
Accession Bonus	0		0	0		0	0		0
Incentive Special Pay	70	42,428.57	2,970	64	42,500.00	2,720	64	42,500.00	2,720
Multi-year Special Pay	349	44,731.58	15,611	360	44,703.00	16,093	367	44,589.00	16,364
Critical Skills Accession Bonus	0		0	2	300,000.00	600	2	300,000.00	600
General Dentist Incentive Pay	608	19,973.64	12,144	600	20,000.00	12,000	600	20,000.00	12,000
General Dentist Retention Bonus	136	24,066.18	3,273	144	24,042.00	3,462	148	23,865.00	3,532
Total - (2)	2,259		44,842	2,325		46,360	2,331		46,752
(3) General Dentist Accession Bonus									
Initial Payments	10	37,500.00	375	8	37,500.00	300	6	37,500.00	225
Anniversary Payments	0		0	2	37,500.00	75	4	37,500.00	150
Total - (3)	10		375	10		375	10		375
Total (2)-(3)	2,269		45,217	2,335		46,735	2,341		47,127
(4) Optometrist Pay									
Special Pay	138	1,198.63	165	108	1,200.00	130	110	1,200.00	132
Initial Payments	76	6,000.00	456	88	6,000.00	528	89	6,000.00	534
Anniversary Payments	0		0	0		0	0		0
Total - (4)	214		621	196		658	199		666
(5) Pharmacy Pay									
Accession Bonus	3	15,000.00	45	1	30,000.00	30	1	30,000.00	30
Initial Payments	118	15,000.00	1,770	120	15,000.00	1,800	121	15,000.00	1,815
Anniversary Payments	0		0	0		0	0		0
Total - (5)	121		1,815	121		1,830	122		1,845

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Nurse Pay									
Accession Bonus	71	29,929.58	2,125	74	30,000.00	2,220	90	30,000.00	2,700
RN-Incentive Special Pay	295	19,406.78	5,725	306	19,428.00	5,945	306	19,428.00	5,945
CRNA-Incentive Special Pay	136	33,250.00	4,522	153	33,170.00	5,075	153	33,170.00	5,075
Total - (6)	502		12,372	533		13,240	549		13,720
(7) Non Physicians Pay									
Health Profession Officer Incentive Pay	435	5,010.02	2,179	430	5,000.00	2,150	430	5,000.00	2,150
Health Profession Officer Retention Bonus	222	18,536.04	4,115	205	18,537.00	3,800	205	18,537.00	3,800
Health Profession Officer Board Certified Pay	379	6,000.00	2,274	350	6,000.00	2,100	350	6,000.00	2,100
Health Profession Officer Accession Bonus	20	15,350.00	307	0		0	0		0
Non-Physician Board Certified Pay	431	2,978.68	1,284	460	2,978.00	1,370	460	2,978.00	1,370
Clinical Psychologist CSRB	0		0	0		0	0		0
Total - (7)	1,487		10,159	1,445		9,420	1,445		9,420
Total (1)-(7)	17,065		262,302	17,136		264,286	17,217		266,584
(8) Personal Money Allowance									
O-10 Admiral	7	4,000.00	28	1	32,000.00	32	8	4,000.00	32
O-9 Vice Admiral	2	2,200.00	4			4	2	2,200.00	4
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)	48	500.00	24	5	4,800.00	24	46	500.00	23
O-6 Captain			0			0			0
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(9)Special Allowances	0		0	0		0	0		0
(10)Save Pay	161	1,540.37	248	120	1,540.00	185	120	1,540.00	185
(11)Responsibility Pay	525	1,344.76	706	529	1,344.00	711	528	1,344.00	710
(12) Diving Duty Pay	1,668	2,771.58	4,623	1,698	2,772.00	4,707	1,692	2,772.00	4,690
(13) Nuclear Officer Incentive Pay									
Initial Payments	842	30,000.00	25,260	963	30,000.00	28,890	961	30,000.00	28,830
Anniversary Payments	1,276	30,236.60	38,582	1,501	30,000.00	45,030	1,501	30,000.00	45,030
Total - (13)	2,118		63,842	2,464		73,920	2,462		73,860
(14) Career Sea Pay									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	185	5,121.41	947	186	5,121.41	953	179	5,168.51	925
O-5 Commander	702	4,413.08	3,098	704	4,413.08	3,107	684	4,462.67	3,052
O-4 Lieutenant Commander	1,233	3,549.77	4,377	1,237	3,549.77	4,391	1,190	3,607.71	4,293
O-3 Lieutenant	3,088	2,615.16	8,076	3,097	2,615.16	8,099	2,889	2,652.55	7,663
O-2 Lieutenant (JG)	2,303	1,867.51	4,301	2,310	1,867.51	4,314	2,253	1,937.63	4,365
O-1 Ensign	1,921	1,700.13	3,266	1,927	1,700.03	3,276	2,257	1,672.51	3,775
W-5 Warrant Officer 5	3	8,658.13	26	3	8,658.13	26	2	8,837.34	18
W-4 Warrant Officer 4	80	8,177.43	654	80	8,177.43	654	81	8,156.09	661
W-3 Warrant Officer 3	159	7,788.88	1,238	159	7,788.88	1,238	164	7,770.98	1,274
W-2 Warrant Officer 2	253	6,548.33	1,657	254	6,548.33	1,663	246	6,572.57	1,617
W-1 Warrant Officer 1			0			0			0

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(15)Premium Sea Pay	1,109	2,400.00	2,662	1,110	2,400.00	2,664	1,127	2,400.00	2,705
(16)Imminent Danger Pay	876	2,700.00	2,365	156	2,700.00	421	156	2,700.00	421
(17)Foreign Language Proficiency Pay	873	3,315.00	2,894	935	3,316.00	3,100	1,004	3,317.00	3,330
(18)Judge Advocate Continuation Pay	98	21,581.63	2,115	106	21,933.96	2,325	114	20,526.32	2,340
(19) Hardship Duty Pay									
Location - 150	617	1,800.00	1,111	251	1,800.00	452	251	1,800.00	452
Location - 100	55	1,200.00	66	27	1,200.00	32	27	1,200.00	32
Location - 50	874	600.00	524	468	600.00	281	468	600.00	281
Mission	0		0	1	1,800.00	2	1	1,800.00	2
Total - (19)	1,546		1,701	747		767	747		767
(20)Hardship Duty Pay - Tempo	173	5,940.00	1,028	175	5,940.00	1,040	175	5,940.00	1,040
(21)SOCOM Assignment Incentive Pay	0		0	0		0	0		0
(22) Submarine Support Incentive Pay									
Initial Payments	5	20,000.00	100	12	20,000.00	240	12	20,000.00	240
Anniversary Payments	16	25,000.00	400	12	25,000.00	300	12	25,000.00	300
Total - (22)	21		500	24		540	24		540
(23) SWO Continuation Pay									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	363	10,000.00	3,630	199	10,000.00	1,990	30	10,000.00	300
Total - (23)	363		3,630	199		1,990	30		300

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(24) SWO CSRB (Post DH)									
Initial Payments	119	22,000.00	2,618	157	22,000.00	3,454	267	22,000.00	5,874
Anniversary Payments	224	12,000.00	2,688	208	12,000.00	2,496	293	12,000.00	3,516
Total - (24)	343		5,306	365		5,950	560		9,390
(25) SWO CSRB (Senior)									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (25)	0		0	0		0	0		0
(26) SWO CSRB (25+ YOS)									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (26)	0		0	0		0	0		0
(27) SWO CSRB (Junior)									
Initial Payments	268	10,000.00	2,680	315	10,000.00	3,150	327	10,000.00	3,270
Anniversary Payments	1,051	12,269.27	12,895	1,339	12,834.20	17,185	1,432	12,932.96	18,520
Total - (27)	1,319		15,575	1,654		20,335	1,759		21,790
Total (23)-(27)	2,025		24,511	2,218		28,275	2,349		31,480
(28) SPECWAR Officer Continuation Pay									
Initial Payments	141	15,000.00	2,115	87	50,000.00	4,350	89	50,000.00	4,450
Anniversary Payments	90	13,966.67	1,257	106	16,226.42	1,720	103	16,145.63	1,663
Total - (28)	231		3,372	193		6,070	192		6,113

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(29) EOD CSRB - Initial Payments									
Initial Pay \$25,000	0		0	0		0	0		0
Initial Pay \$20,000	16	20,000.00	320	24	20,000.00	480	22	20,000.00	440
Initial Pay \$22,000	13	22,000.00	286	13	22,000.00	286	14	22,000.00	308
Initial Pay \$15,000	2	15,000.00	30	0		0	0		0
Total - (29)	31		636	37		766	36		748
(30) EOD CSRB - Anniversary Payments									
Anniversary Pay \$25,000	35	25,000.00	875	22	25,000.00	550	0		0
Anniversary Pay \$20,000	12	20,000.00	240	19	20,000.00	380	43	20,000.00	860
Anniversary Pay \$15,000	0		0	3	15,000.00	45	3	15,000.00	45
Anniversary Pay \$12,000	3	12,000.00	36	24	12,000.00	288	28	12,000.00	336
Total - (30)	50		1,151	68		1,263	74		1,241
Total (29)-(30)	81		1,787	105		2,029	110		1,989
(31)SPECWAR CSAB	1	45,000.00	45	14	45,000.00	630	14	45,000.00	630
(32) NSW Officer CSRB									
Initial Payments	25	25,000.00	625	24	25,000.00	600	27	25,370.37	685
Anniversary Payments	97	20,814.43	2,019	105	21,857.14	2,295	112	21,794.64	2,441
Total - (32)	122		2,644	129		2,895	139		3,126
Total (28)-(32)	435		7,848	441		11,624	455		11,858

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(33) INTEL Officer CSRB									
Initial Payments	0		0	0		0	0		0
Anniversary Payments	0		0	0		0	0		0
Total - (33)	0		0	0		0	0		0
(34) Bahrain AIP	0		0	0		0	0		0
(35) Civil Engineer Corps CSRB									
Initial Payments	1	25,000.00	25	0		0	0		0
Anniversary Payments	196	6,155.16	1,206	138	6,250.00	863	83	6,253.01	519
Total - (35)	197		1,231	138		863	83		519
Total Special Pay-Officer	38,874		406,272	37,960		423,209	38,254		428,731
Shortfall/Asset Adjustment						(14,039)			
Funded Level						437,248			

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Aviation Career Continuation Pay (ACCP)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	1,373	20,053	1,137	17,215	852	12,501	553	8,242	243	3,637				
FY 2015 Initial	452	7,311												
Anniversary			452	7,311	307	4,701	307	4,701	245	3,752	186	2,790		
FY 2016 Initial			409	6,537										
Anniversary					409	6,537	307	4,701	307	4,701	246	3,761	186	3,032
FY 2017 Initial					449	7,019								
Anniversary							449	7,019	350	5,237	350	5,237	350	5,237
FY 2018 Initial							447	6,983						
Anniversary									447	6,983	350	5,237	350	5,237
FY 2019 Initial									447	6,983				
Anniversary											447	6,983	350	5,237
FY 2020 Initial											445	6,947		
Anniversary													445	6,947
FY 2021 Initial													445	6,947
Anniversary														
Initial	452	7,311	409	6,537	449	7,019	447	6,983	447	6,983	445	6,947	445	6,947
Anniversary	1,373	20,053	1,589	24,526	1,568	23,739	1,616	24,663	1,592	24,310	1,579	24,008	1,681	25,690
Total	1,825	27,364	1,998	31,063	2,017	30,758	2,063	31,646	2,039	31,293	2,024	30,955	2,126	32,637

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Nuclear Officer Incentive Pay (NOIP)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	1,276	38,582	950	28,500	336	10,080	121	3,630	55	1,650	22	660		
FY 2015 Initial	842	25,260												
Anniversary			551	16,530	551	16,530	46	1,380	66	1,980	33	990	22	660
FY 2016 Initial			963	28,890										
Anniversary					614	18,420	614	18,420	151	4,530	66	1,980	33	990
FY 2017 Initial					961	28,830								
Anniversary							614	18,420	614	1,500	152	4,560	66	1,980
FY 2018 Initial							958	28,740						
Anniversary									614	18,420	614	18,420	152	4,560
FY 2019 Initial									958	28,740				
Anniversary											614	18,420	614	18,420
FY 2020 Initial											958	28,740		
Anniversary													614	18,420
FY 2021 Initial													958	28,740
Anniversary														
Initial	842	25,260	963	28,890	961	28,830	958	28,740	958	28,740	958	28,740	958	28,740
Anniversary	1,276	38,582	1,501	45,030	1,501	45,030	1,395	41,850	1,500	28,080	1,501	45,030	1,501	45,030
Total	2,118	63,842	2,464	73,920	2,462	73,860	2,353	70,590	2,458	56,820	2,459	73,770	2,459	73,770

CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Submarine Support Incentive Pay (SSIP)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior														
Anniversary	16	400	4	100										
FY 2015														
Initial	5	100												
Anniversary			8	200	4	100								
FY 2016														
Initial			12	240										
Anniversary					8	200	4	100						
FY 2017														
Initial					12	240								
Anniversary							8	200	4	100				
FY 2018														
Initial							12	240						
Anniversary									8	200	4	100		
FY 2019														
Initial									12	240				
Anniversary											8	200	4	100
FY 2020														
Initial											12	240		
Anniversary													8	200
FY 2021														
Initial													12	240
Anniversary														
Initial	5	100	12	240	12	240	12	240	12	240	12	240	12	240
Anniversary	16	400	12	300	12	300	12	300	12	300	12	300	12	300
Total	21	500	24	540	24	540	24	540	24	540	24	540	24	540

CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Surface Warfare Officer Continuation Pay (SWOCP)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	363	3,630	199	1,990	30	300	3	30						
FY 2015 Initial Anniversary														
FY 2016 Initial Anniversary														
FY 2017 Initial Anniversary														
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
FY 2021 Initial Anniversary														
Initial	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary	363	3,630	199	1,990	30	300	3	30	0	0	0	0	0	0
Total	363	3,630	199	1,990	30	300	3	30	0	0	0	0	0	0

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Surface Warfare Officer Post-Department Head (SWO Post-DH)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	224	2,688	72	864										
FY 2015 Initial	119	2,618												
Anniversary			136	1,632	136	1,632								
FY 2016 Initial			157	3,454										
Anniversary					157	1,884	157	1,884						
FY 2017 Initial					267	5,874								
Anniversary							267	3,204	267	3,204				
FY 2018 Initial							216	4,752						
Anniversary									216	2,592	216	2,592		
FY 2019 Initial									216	4,752				
Anniversary											216	2,592	216	2,592
FY 2020 Initial											216	4,752		
Anniversary													216	2,592
FY 2021 Initial													216	4,752
Anniversary													432	5,184
Initial	119	2,618	157	3,454	267	5,874	216	4,752	216	4,752	216	4,752	216	4,752
Anniversary	224	2,688	208	2,496	293	3,516	424	5,088	483	5,796	432	5,184	864	10,368
Total	343	5,306	365	5,950	560	9,390	640	9,840	699	10,548	648	9,936	1,080	15,120

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Surface Warfare Officer Junior (SWO JR)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	1,051	12,895	1,038	14,175	817	11,895	558	8,370	279	4,185	72	1,080		
FY 2015 Initial	268	2,680												
Anniversary		0	301	3,010	314	3,615	217	3,255	235	3,525	240	3,600	72	1,080
FY 2016 Initial			315	3,150										
Anniversary					301	3,010	314	3,615	217	3,255	240	3,600	240	3,600
FY 2017 Initial					327	3,270								
Anniversary							361	3,610	369	4,385	220	3,300	240	3,600
FY 2018 Initial							315	3,150						
Anniversary									350	3,500	328	3,770	220	3,300
FY 2019 Initial									315	3,150				
Anniversary											350	3,500	328	3,770
FY 2020 Initial											315	3,150		
Anniversary													350	3,500
FY 2021 Initial														
Anniversary														
Initial	268	2,680	315	3,150	327	3,270	315	3,150	315	3,150	315	3,150	0	0
Anniversary	1,051	12,895	1,339	17,185	1,432	18,520	1,450	18,850	1,450	18,850	1,450	18,850	1,450	18,850
Total	1,319	15,575	1,654	20,335	1,759	21,790	1,765	22,000	1,765	22,000	1,765	22,000	1,450	18,850

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Special Warfare Officer (SpecWar OCP)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	90	1,257	41	1,027	4	364								
FY 2015 Initial	141	2,115												
Anniversary			65	693	45	643	37	610	25	432				
FY 2016 Initial			87	4,350										
Anniversary					54	656	54	656	54	656	45	449		
FY 2017 Initial					89	4,450								
Anniversary							89	668	89	668	89	559	67	472
FY 2018 Initial							95	4,482						
Anniversary									93	772	93	772	93	772
FY 2019 Initial									97	3,888				
Anniversary											97	700	97	700
FY 2020 Initial											99	3,716		
Anniversary													98	865
FY 2021 Initial													98	3,607
Anniversary														
Initial	141	2,115	87	4,350	89	4,450	95	4,482	97	3,888	99	3,716	98	3,607
Anniversary	90	1,257	106	1,720	103	1,663	180	1,934	261	2,528	324	2,480	355	2,809
Total	231	3,372	193	6,070	192	6,113	275	6,416	358	6,416	423	6,196	453	6,416

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Explosive Ordnance Disposal (EOD)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior														
Anniversary	50	1,151	31	658										
FY 2015														
Initial	31	636												
Anniversary			37	605	37	605	19	380						
FY 2016														
Initial			37	766										
Anniversary					37	636	37	636	24	480				
FY 2017														
Initial					36	748								
Anniversary							36	608	36	608	22	440		
FY 2018														
Initial							36	748						
Anniversary									36	608	36	608	22	440
FY 2019														
Initial									38	792				
Anniversary											38	632	38	632
FY 2020														
Initial											39	812		
Anniversary													39	652
FY 2021														
Initial													39	652
Anniversary														
Initial	31	636	37	766	36	748	36	748	38	792	39	812	39	652
Anniversary	50	1,151	68	1,263	74	1,241	92	1,624	96	1,696	96	1,680	99	1,724
Total	81	1,787	105	2,029	110	1,989	128	2,372	134	2,488	135	2,492	138	2,376

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Naval Special Warfare Officer (NSW)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	97	2,019	81	1,705	57	1,076	32	440						
FY 2015 Initial	25	625												
Anniversary			24	590	24	590	24	590	12	233				
FY 2016 Initial			24	600										
Anniversary					31	775	31	775	31	775	15	250		
FY 2017 Initial					27	685								
Anniversary							44	810	44	810	32	810	18	350
FY 2018 Initial							35	875						
Anniversary									55	850	44	850	44	850
FY 2019 Initial									43	975				
Anniversary											58	887	58	887
FY 2020 Initial											55	1,048		
Anniversary													60	1,048
FY 2021 Initial													62	1,289
Anniversary														
Initial	25	625	24	600	27	685	35	875	43	975	55	1,048	62	1,289
Anniversary	97	2,019	105	2,295	112	2,441	131	2,615	142	2,668	149	2,797	180	3,135
Total	122	2,644	129	2,895	139	3,126	166	3,490	185	3,643	204	3,845	242	4,424

MILITARY PERSONNEL, NAVY
CRITICAL SKILLS MULTI YEAR RETENTION BONUS
Civil Engineer Corps (CEC)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	196	1,206	137	857	82	513	14	88						
FY 2015 Initial Anniversary														
FY 2016 Initial Anniversary	1	25	1	6	1	6	1	6	1	6				
FY 2017 Initial Anniversary														
FY 2018 Initial Anniversary														
FY 2019 Initial Anniversary														
FY 2020 Initial Anniversary														
FY 2021 Initial Anniversary														
Initial	1	25	0	0	0	0	0	0	0	0	0	0	0	0
Anniversary	196	1,206	138	863	83	519	15	94	1	6	0	0	0	0
Total	197	1,231	138	863	83	519	15	94	1	6	0	0	0	0

(In Thousands Of Dollars)

Project: Basic Allowance For Housing

FY 2017 Estimate	\$1,497,045
FY 2016 Estimate	\$1,463,891
FY 2015 Actual	\$1,438,473

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include Fiscal Year composite projected annual rate increases of 3.5% for FY 2015, 3.5% for FY 2016 and 3.3% in FY 2017. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Fiscal Year 2017 average inflation rate is 3.3 percent. The January 1, 2016 and January 1, 2017 average BAH inflation rate assumption are respectively, 3.4 percent and 3.3 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA authorized a 1.0 percent out-of-pocket (OOP) cost to service members from the housing allowance and eliminated renter's insurance from the housing rates beginning January 1, 2015. FY 2016 NDAA amends the 1.0 percent limitation authorized during 2015 by establishing 2.0 percent for months occurring during 2016; 3.0 percent for months occurring during 2017; 4.0 percent for months occurring during 2018; and 5.0 percent for months occurring after 2018.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Officers with Dependents									
O-10 Admiral	8	38,217.39	306	8	39,555.00	316	8	40,860.32	327
O-9 Vice Admiral	29	36,932.36	1,071	29	38,224.99	1,109	31	39,486.41	1,224
O-8 Rear Admiral (UH)	63	36,824.76	2,320	63	38,113.63	2,401	66	39,371.38	2,599
O-7 Rear Admiral (LH)	93	35,132.00	3,267	92	36,361.62	3,345	94	37,561.55	3,531
O-6 Captain	2,764	34,000.51	93,977	2,691	35,190.53	94,698	2,611	36,351.82	94,915
O-5 Commander	5,659	32,915.54	186,269	5,459	34,067.58	185,975	5,351	35,191.81	188,311
O-4 Lieutenant Commander	8,323	29,944.32	249,227	8,136	30,992.37	252,154	8,039	32,015.12	257,370
O-3 Lieutenant	11,247	27,040.49	304,124	11,213	27,986.91	313,817	11,060	28,910.48	319,750
O-2 Lieutenant (JG)	2,517	24,206.02	60,927	2,569	25,053.23	64,362	2,648	25,879.99	68,530
O-1 Ensign	1,831	22,933.67	41,992	1,719	23,736.35	40,803	1,719	24,519.65	42,149

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) BAH Differential	7	2,743.97	19	7	2,777.58	19	7	2,819.94	20
(3) BAH Domestic - Warrant Officers with Dependents									
W-5 Warrant Officer 5	69	27,348.81	1,887	65	28,306.02	1,840	65	29,240.12	1,901
W-4 Warrant Officer 4	355	27,306.35	9,694	351	28,262.07	9,920	356	29,194.72	10,393
W-3 Warrant Officer 3	536	26,883.80	14,410	527	27,824.73	14,664	578	28,742.95	16,613
W-2 Warrant Officer 2	463	25,217.76	11,676	468	26,100.38	12,215	434	26,961.69	11,701
W-1 Warrant Officer 1			0			0			0
Total (1)-(3)	33,964		981,166	33,397		997,638	33,067		1,019,334
(4) BAH Domestic - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral	2	34,308.00	69	2	35,508.78	71	2	36,680.57	73
O-8 Rear Admiral (UH)	3	31,543.00	95	3	32,647.01	98	3	33,724.36	101
O-7 Rear Admiral (LH)	3	30,868.00	93	3	31,948.38	96	3	33,002.68	99
O-6 Captain	215	29,888.16	6,426	209	30,934.25	6,465	203	31,955.08	6,487
O-5 Commander	578	27,815.69	16,077	558	28,789.24	16,064	546	29,739.28	16,238
O-4 Lieutenant Commander	1,420	26,486.17	37,610	1,386	27,413.19	37,995	1,371	28,317.83	38,824
O-3 Lieutenant	5,975	23,586.29	140,928	5,941	24,411.81	145,031	5,877	25,217.40	148,203
O-2 Lieutenant (JG)	3,074	21,203.41	65,179	3,171	21,945.53	69,589	3,233	22,669.73	73,291
O-1 Ensign	4,457	17,713.49	78,949	4,183	18,333.46	76,689	4,187	18,938.46	79,295
(5) BAH Domestic - Warrant Officers without Dependents									
W-5 Warrant Officer 5	3	29,645.10	89	3	30,682.68	92	3	31,695.21	95
W-4 Warrant Officer 4	24	25,533.20	613	24	26,426.86	634	24	27,298.95	655
W-3 Warrant Officer 3	37	22,661.67	838	36	23,454.83	844	40	24,228.84	969
W-2 Warrant Officer 2	32	21,736.64	696	32	22,497.42	720	30	23,239.83	697
W-1 Warrant Officer 1			0			0			0
Total (4)-(5)	15,823		347,662	15,551		354,388	15,522		365,027

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Officer Partial BAH									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	4	475.20	2	4	475.20	2	4	475.20	2
O-5 Commander	5	396.00	2	5	396.00	2	5	396.00	2
O-4 Lieutenant Commander	16	320.40	5	16	320.40	5	16	320.40	5
O-3 Lieutenant	57	266.40	15	57	266.40	15	56	266.40	15
O-2 Lieutenant (JG)	49	212.40	10	51	212.40	11	52	212.40	11
O-1 Ensign	62	158.40	10	58	158.40	9	59	158.40	9
(7) Warrant Officer Partial BAH									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3	2	248.40	0	2	248.40	0	2	248.40	0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total (6)-(7)	195		44	193		44	194		44
(8) BAH - Inadequate Family Housing (Officers)									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain			0			0			0
O-5 Commander			0			0			0
O-4 Lieutenant Commander			0			0			0
O-3 Lieutenant			0			0			0
O-2 Lieutenant (JG)			0			0			0
O-1 Ensign			0			0			0

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(9) BAH - Warrant Officers Inadequate Family Housing									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4			0			0			0
W-3 Warrant Officer 3			0			0			0
W-2 Warrant Officer 2			0			0			0
W-1 Warrant Officer 1			0			0			0
Total - Domestic	49,982		1,328,872	49,141		1,352,070	48,783		1,384,405
Shortfall/Asset Adjustment						(36,020)			
Funded Level						1,388,090			
(10) BAH Overseas - Officers with Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)	2	53,581.57	107	2	54,224.55	108	2	55,200.59	110
O-6 Captain	34	42,235.07	1,436	34	42,741.89	1,453	34	43,511.24	1,479
O-5 Commander	147	41,300.49	6,071	148	41,796.10	6,186	146	42,548.43	6,212
O-4 Lieutenant Commander	380	38,581.81	14,661	383	39,044.79	14,954	379	39,747.60	15,064
O-3 Lieutenant	556	34,950.85	19,433	561	35,370.26	19,843	555	36,006.92	19,984
O-2 Lieutenant (JG)	577	35,707.61	20,603	582	36,136.10	21,031	576	36,786.55	21,189
O-1 Ensign	86	40,021.43	3,442	87	40,501.69	3,524	86	41,230.72	3,546
(11) BAH OverSeas - Warrant Officers With Dependents									
W-5 Warrant Officer 5			0			0			0
W-4 Warrant Officer 4	22	34,797.96	766	22	35,215.54	775	22	35,849.42	789
W-3 Warrant Officer 3	36	34,804.40	1,253	36	35,222.05	1,268	36	35,856.05	1,291
W-2 Warrant Officer 2	24	30,488.99	732	24	30,854.86	741	24	31,410.25	754
W-1 Warrant Officer 1			0			0			0
Total (10)-(11)	1,864		68,504	1,879		69,883	1,860		70,418

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(12) BAH Overseas - Officers without Dependents									
O-10 Admiral			0			0			0
O-9 Vice Admiral			0			0			0
O-8 Rear Admiral (UH)			0			0			0
O-7 Rear Admiral (LH)			0			0			0
O-6 Captain	19	33,165.80	630	19	33,563.79	638	19	34,167.94	649
O-5 Commander	61	33,447.13	2,040	62	33,848.50	2,099	61	34,457.77	2,102
O-4 Lieutenant Commander	154	30,683.12	4,725	155	31,051.32	4,813	153	31,610.24	4,836
O-3 Lieutenant	631	28,980.84	18,287	636	29,328.61	18,653	629	29,856.52	18,780
O-2 Lieutenant (JG)	315	27,423.35	8,638	318	27,752.43	8,825	315	28,251.97	8,899
O-1 Ensign	247	25,556.32	6,312	249	25,863.00	6,440	246	26,328.53	6,477
(13) BAH OverSeas - Warrant Officers Without Dependents									
W-5 Warrant Officer 5	1	23,296.29	23	1	23,575.85	24	1	24,000.22	24
W-4 Warrant Officer 4	8	28,705.27	230	8	29,049.73	232	8	29,572.63	237
W-3 Warrant Officer 3	3	29,688.35	89	3	30,044.61	90	3	30,585.41	92
W-2 Warrant Officer 2	5	24,520.17	123	5	24,814.41	124	5	25,261.07	126
W-1 Warrant Officer 1			0			0			0
Total (12)-(13)	1,444		41,097	1,456		41,938	1,440		42,222
Total - Overseas	3,308		109,601	3,335		111,821	3,300		112,640
Shortfall/Asset Adjustment						(5,862)			
Funded Level						117,683			
Total Basic Allowance For Housing	53,290		1,438,473	52,476		1,463,891	52,083		1,497,045
Shortfall/Asset Adjustment						(41,882)			
Funded Level						1,505,773			

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence-Officer	FY 2017 Estimate	\$ 170,255
	FY 2016 Estimate	\$ 166,131
	FY 2015 Actual	\$ 166,660

Part I - Purpose And Scope

Funds requested will provide for a cash allowance, payable by law to officers at all times, to reimburse them for the expense of subsisting themselves (37 U.S.C. 402).

Part II - Justification Of Funds Requested

Basic Allowance for Subsistence (BAS) is computed by multiplying the total officer workyear average by an annual fiscal year rate using the statutory rate of \$253.38 per month effective 01 January 2015, \$253.63 per month effective 01 January 2016 and \$262.25 per month effective 1 January 2017.

Section 602 of the FY 2001 National Defense Authorization Act (NDAA) repeals the transition of the BAS program, effective October 1, 2000, and increases the BAS rate in effect by the amount of increases in food costs, as determined by growth in the Department of Agriculture moderate food plan.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance For Subsistence - Officer									
Basic Allowance For Subsistence	55,502	3,002.78	166,660	54,598	3,042.81	166,131	54,549	3,121.14	170,255
Total - (1)	55,502		166,660	54,598		166,131	54,549		170,255
Total Basic Allowance For Subsistence-Officer	55,502		166,660	54,598		166,131	54,549		170,255
Shortfall/Asset Adjustment						(5,951)			
Funded Level						172,082			

(In Thousands Of Dollars)

Project: Station Allowances, Overseas-Officer

FY 2017 Estimate \$ 111,662
 FY 2016 Estimate \$ 111,085
 FY 2015 Actual \$ 108,794

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 405 and the Joint Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for cost of living allowance (COLA) are based on actual experience and adjusted to reflect changes in overseas strength.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Station Allowances - Cost Of Living	8,018	11,746.60	94,184	8,088	11,890.50	96,170	8,005	12,071.83	96,635
(2)Station Allowances - Temporary Lodging	10,398	1,405.10	14,610	10,489	1,421.96	14,915	10,381	1,447.56	15,027
Total Station Allowances, Overseas-Officer	18,416		108,794	18,577		111,085	18,386		111,662
Shortfall/Asset Adjustment						(13,213)			
Funded Level						124,298			

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA)-Officer

FY 2017 Estimate \$ 777
 FY 2016 Estimate \$ 765
 FY 2015 Actual \$ 768

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to officers who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHAs) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage. (37 U.S.C. 403b)

Part II - Justification Of Funds Requested

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) CONUS Cost Of Living (COLA)									
CONUS COLA	582	1,318.92	768	573	1,334.75	765	572	1,358.78	777
Total - (1)	582		768	573		765	572		777
Total CONUS Cost Of Living Allowance (COLA)-Officer	582		768	573		765	572		777
Shortfall/Asset Adjustment						(395)			
Funded Level						1,160			

(In Thousands Of Dollars)

Project: Uniform Allowance-Officer

FY 2017 Estimate \$ 2,035
 FY 2016 Estimate \$ 2,044
 FY 2015 Actual \$ 2,013

Part I - Purpose And Scope

Funds requested will provide for payment of an initial clothing allowance (U.S.C.415 and 416) to officers upon commissioning and an active clothing allowance to reserves upon entry or reentry on active duty for a period of 90 days or more. Additionally, a Special Initial Clothing Allowance is paid to Chief Warrant Officers upon commissioning into the Flying Chief Warrant Officer Pilot Program. Civilian clothing allowances are authorized by 37 U.S.C. 419.

Part II - Justification Of Funds Requested

Uniform allowances are determined by multiplying the planned number of members eligible as reflected in the strength plans by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial									
Reserves	2,245	400.00	898	2,279	400.00	912	2,264	400.00	906
Regular	1,200	400.00	480	1,218	400.00	487	1,210	400.00	484
CWO Pilot Program	0		0	0		0	0		0
Total - (1)	3,445		1,378	3,497		1,399	3,474		1,390
(2)Additional	2,285	200.00	457	2,320	200.00	464	2,304	200.00	461
(3)Civilian	283	628.03	178	283	638.08	181	283	649.57	184
Total Uniform Allowance-Officer	6,013		2,013	6,100		2,044	6,061		2,035
Shortfall/Asset Adjustment						2			
Funded Level						2,042			

(In Thousands Of Dollars)

Project: Family Separation Allowance-Officer

FY 2017 Estimate	\$ 3,714
FY 2016 Estimate	\$ 3,714
FY 2015 Actual	\$ 10,954

Part I - Purpose And Scope

Funds requested provide an allowance to officers with dependents for added separation expenses when the requirements listed below are met (37 U.S.C. 427):

- (1) movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station
- (2) member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days
- (3) member is on temporary duty or temporary additional duty away from their permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary additional duty station

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	851	3,000.00	2,554	454	3,000.00	1,362	454	3,000.00	1,362
(2)FSA - S (Onboard> 30 days)	1,749	3,000.00	5,247	611	3,000.00	1,833	611	3,000.00	1,833
(3)FSA - T (TDY> 30 days)	1,051	3,000.00	3,153	173	3,000.00	519	173	3,000.00	519
Total Family Separation Allowance-Officer	3,651		10,954	1,238		3,714	1,238		3,714
Shortfall/Asset Adjustment						(216)			
Funded Level						3,930			

(In Thousands of Dollars)

Project: Special Compensation for Assistance with Activities of Daily Living - Officer

FY 2017 Estimate	\$43
FY 2016 Estimate	\$43
FY 2015 Actual	\$38

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	6	6,333.33	38	6	7,100.00	43	6	7,100.00	43
Total Special Compensation for Assistance with Activities of Daily Living - Officer	6		38	6		43	6		43
Shortfall/Asset Adjustment						(2)			
Funded Level						45			

(In Thousands Of Dollars)

Project: Separation Payments-Officer

FY 2017 Estimate	\$ 47,200
FY 2016 Estimate	\$ 43,860
FY 2015 Actual	\$ 42,300

Part I - Purpose And Scope

Funds requested provide:

- (1) Lump sum terminal leave payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C. 701.
- (2) Severance pay for failure of promotion or for reasons other than physical disability under provisions of 10 U.S.C. 6383.
- (3) Severance pay disability for members on active duty and temporary disability retired list that are separated for physical reasons under the provisions of 10 U.S.C. 1212.
- (4) Involuntary - half severance pay (5% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members not fully qualified for retention and are denied reenlistment or continuation.
Involuntary - full severance pay (10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay) is authorized to members involuntarily separated from active duty but who are fully qualified for retention, but are denied reenlistment or continuation.
- (5) Voluntary- Force shaping separation incentives for military members in selected over manned skills:
 - a. a lump sum payment for members who have at least six years of service
 - b. an annuity and lump sum payment to members who have at least fifteen years

Special Separation Benefits ((SSB) 10 U.S.C. 1174a) pays members a lump-sum amount equal to 15% of their annual basic pay multiplied by their years of service.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.

(6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.

(7) \$30,000 lump sum bonus - the FY 2000 National Defense Authorization Act provides service members who entered the uniform service on or after August 1, 1986 the option to retire under the pre-1986 military plan (40% retirement benefit at 20 years of service).

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2015 includes a 1.0% pay raise effective 1 January 2015, FY 2016 includes a 1.3% pay raise effective 1 January 2016 and FY 2017 includes a 1.6% pay raise effective 1 January 2017.

Computation of fund requirements is provided in the following table:

	FY 2015				FY 2016				FY 2017			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Separation Pay - Lump sum												
Leave Payment(Officer)												
Flag Officers	28	47	20,781.98	582	29	47	21,036.56	610	31	47	21,357.37	662
O-6 Captain	453	26	8,862.54	4,015	461	26	8,971.11	4,136	490	26	9,107.92	4,463
O-5 Commander	648	20	5,409.43	3,505	660	20	5,475.70	3,614	701	20	5,559.20	3,897
O-4 Lieutenant Commander	837	17	3,904.57	3,268	852	17	3,952.40	3,367	905	17	4,012.67	3,631
O-3 Lieutenant	1,286	21	3,832.61	4,929	1,309	21	3,879.56	5,078	1,391	21	3,938.72	5,479
O-2 Lieutenant (JG)	183	26	3,806.85	697	186	26	3,853.48	717	198	26	3,912.25	775
O-1 Ensign	127	17	1,858.41	236	129	17	1,881.18	243	137	17	1,909.87	262
W-5 Warrant Officer 5	8	22	6,114.44	49	8	22	6,189.37	50	9	22	6,283.73	57
W-4 Warrant Officer 4	65	23	5,411.22	352	66	23	5,477.51	362	70	23	5,561.04	389
W-3 Warrant Officer 3	30	14	2,911.48	87	31	14	2,947.15	91	33	14	2,992.09	99
W-2 Warrant Officer 2	9	11	1,867.10	17	9	11	1,889.97	17	10	11	1,918.79	19
W-1 Warrant Officer 1				0				0				0
Total - (1)	3,674			17,737	3,740			18,285	3,975			19,733

(2)Severance Pay, Failure of Promotion	0	0	0	0	0	0	0	0
(3)Severance Pay, Disability - Officer	16	68,522.11	1,096	21	69,361.51	1,457	21	70,419.27 1,479
(4) Severance Pay Invol - Full Pay (10%)								
Invol - Full Pay (10%)	304	69,932.44	21,259	309	70,789.11	21,874	328	71,868.64 23,573
Invol - Half Pay (5%)	12	41,530.46	498	12	42,039.20	504	13	42,680.30 555
Total - (4)	316		21,757	321		22,378	341	24,128
(5) Voluntary Separations								
Targeted Separation Incentive	0		0	0		0	0	0
VSI	0		0	0		0	0	0
VSI Trust Fund	0		0	0		0	0	0
Total - (5)	0		0	0		0	0	0
(6)TERA	0		0	0		0	0	0
(7)\$30,000 Lump Sum Bonus	57	30,000.00	1,710	58	30,000.00	1,740	62	30,000.00 1,860
Total Separation Payments-Officer	4,063		42,300	4,140		43,860	4,399	47,200
Shortfall/Asset Adjustment						1,505		
Funded Level						42,355		

(In Thousands Of Dollars)

Project: Social Security Tax-Officer

FY 2017 Estimate	\$ 313,964
FY 2016 Estimate	\$ 309,061
FY 2015 Actual	\$ 311,032

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Income (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% HI. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year. Taxable income ceilings for OASDI are as follows:

Calendar year 2015 - 7.65% on first \$118,500
 Calendar year 2016 - 7.65% on first \$118,500
 Calendar year 2017 - 7.65% on first \$126,300

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	55,502	5,603.98	311,032	54,598	5,660.66	309,061	54,549	5,755.64	313,964
Total Social Security Tax-Officer	55,502		311,032	54,598		309,061	54,549		313,964
Shortfall/Asset Adjustment						(4,581)			
Funded Level						313,642			

Budget Activity 2
Pay and Allowances of Enlisted Personnel

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

		Amount
Total FY 2016 Direct Program		17,913,910
Increases		
Pricing Increases		
Strength Related		316,792
Annualization of FY 2016 Pay Raise 1.3% (Effective 1 January 2016)		39,385
Basic Pay	28,718	
RPA	8,470	
FICA	2,197	
Increase due to Pay Raise of 1.6% (Effective 1 January 2017)		145,467
Basic Pay	106,032	
RPA	31,325	
FICA	8,110	
Inflation Rate		
BAH Rates		131,940
Domestic Housing Rate Growth of 3.3%	126,630	
BAH Overseas	5,310	

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

Other Pricing Increases			12,699
Reenlistment Bonus - Enlisted		2,335	
	Reenlistment Bonus - Initial Payment	2,335	
Enlistment Bonus - Enlisted		224	
	Enlistment Bonus - New Pay	60	
	Enlistment Bonus - Residuals	164	
Station Allowance, Overseas - Enlisted		4,807	
	Overseas Station Allowance (Enl)	4,293	
	Temporary Lodging (Enl)	514	
CONUS Cost Of Living Allowance (COLA) - Enlisted		56	
	CONUS COLA	56	
Clothing Allowance - Enlisted		3,279	
	Initial Military	1,257	
	Enlisted Civilian Clothing	13	
	Replacement Allowances (Basic)	484	
	Replacement Allowances (Std)	1,286	
	Replacement Allowances (Special)	206	
	Supplementary Clothing (Enl)	33	
Separation Payments - Enlisted		1,998	
	Lump Sum Terminal Leave Payments	777	
	Severance Pay, Disability (Enl)	355	
	Severance Pay, Non-Disability (Enl) - Invol - Full Pay	603	
	Severance Pay, Non-Disability (Enl) - Invol - Half Pay	263	
Increases due to Reimbursables		944	944
	Retired Pay Accrual	944	
	Total Pricing Increases		330,435

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

Program Increases			
Strength Related			102,616
Pay grade Mix			100,960
	Basic Pay	73,613	
	RPA	21,716	
	FICA	5,631	
			1,656
	Increase in RPA Full Time Work Years	31	
	BAH Domestic	1,625	
	BAH Overseas	0	
Other Program Increases			25,760
Special Pay - Enlisted			5,173
	Foreign Language Proficiency Pay (Enl)	891	
	Assignment Incentive Pay (Enl)	792	
	Special Warfare SOCOM CSRB	3,490	
Special Duty Assignment Pay And Proficiency Pay - Enlisted			8
	SDAP - SD-6 (\$450)	6	
	SDAP - SD-2 (\$150)	2	
Reenlistment Bonus - Enlisted			13,107
	Reenlistment Bonus - Anniversary	13,107	
Enlistment Bonus - Enlisted			32
	Enlistment Bonus - Residuals	32	
Clothing Allowance - Enlisted			4,230
	Up-Front Purchases	4,230	
Separation Payments - Enlisted			3,196
	Severance Pay, Non-Disability (Enl) - Invol - Full Pay	3,196	
Special Compensation for Assistance with Activities of Daily Living - Enlisted			14
	Special Monthly Compensation	14	
	Total Program Increases		128,376
Total Increases			458,811

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

Decreases				
Pricing Decreases				
Strength Related				-167,712
RPA				
Inflation Rate			-167,712	
RPA Full Time Rate growth of -1.9%		-167,712		
Other Pricing Decreases				-7,077
Special Pay - Enlisted			-543	
	EOD CSRB	-146		
	Enlisted Supervisor Retention Pay CSRB	-397		
Reenlistment Bonus - Enlisted			-6,534	
	Reenlistment Bonus - Anniversary	-6,534		
Decreases due to Reimbursables			-446	-446
	Basic Pay	-157		
	Basic Allowance for Housing (Domestic)	-276		
	SS Tax-Employer Contribution	-13		
	Total Pricing Decreases			-175,235
Program Decreases				
Strength Related				-162,197
			-162,197	
	Decrease in Basic Pay Work Years	-104,312		
	Decrease in RPA Full Time Work Years	-30,806		
	Decrease in FICA Work Years	-7,979		
	BAH Domestic	-12,968		
	BAH Overseas	-6,132		

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

Other Program Decreases		-45,077
Incentive Pay For Hazardous Duty - Enlisted		-455
Flying Duty - Career	-10	
Parachute Jumping (Enl)	-226	
Demolition Duty (Enl)	-219	
Special Pay - Enlisted		-1,899
Diving Duty Pay (Enl)	-563	
EOD CSRB	-1,063	
Enlisted Supervisor Retention Pay CSRB	-273	
Special Duty Assignment Pay And Proficiency Pay - Enlisted		-12
SDAP - SD-1 (\$75)	-8	
Recruiter - Recruiter (\$375)	-4	
Reenlistment Bonus - Enlisted		-30,553
Reenlistment Bonus - Initial Payment	-30,553	
Loan Repayment Program		-600
Navy College Loan Repayment (Enl)	-600	
Station Allowance, Overseas - Enlisted		-8,440
Overseas Station Allowance (Enl)	-7,661	
Temporary Lodging (Enl)	-779	
CONUS Cost Of Living Allowance (COLA) - Enlisted		-36
CONUS COLA	-36	
Clothing Allowance - Enlisted		-2,151
Initial Military	-829	
Enlisted Civilian Clothing	-9	
Replacement Allowances (Basic)	-316	
Replacement Allowances (Std)	-840	
Replacement Allowances (Special)	-135	
Supplementary Clothing (Enl)	-22	

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PAY AND ALLOWANCES OF ENLISTED
(In Thousands of Dollars)

Separation Payments - Enlisted		-931	
	Lump Sum Terminal Leave Payments	-225	
	Severance Pay, Disability (Enl)	-114	
	Severance Pay, Non-Disability (Enl) - Invol - Half Pay	-72	
	Voluntary Separation (Enl) - VSI Trust Fund	-400	
	\$30,000 Lump Sum Bonus (Enl)	-120	
	Total Program Decreases		-207,274
Total Decreases			-382,509
Total FY 2017 Direct Program			17,990,212

(In Thousands Of Dollars)

Project: Basic Pay - Enlisted

FY 2017 Estimate	\$8,940,145
FY 2016 Estimate	\$8,836,094
FY 2015 Actual	\$8,714,867

Part I - Purpose And Scope

Funds requested provide for basic compensation (37 U.S.C.) of enlisted personnel on active duty, according to pay grade and length of service increments. The estimate excludes those enlisted members of the reserve component on active duty serving in connection with the organizing, administering, recruiting, instructing and training of the reserve components (10 U.S.C. 12310).

Career Intermission Pilot Program - PL 110-417 Sec 533 authorizes the armed forces in the Department of Defense (DoD) to establish a pilot program under which officer and enlisted members may be temporarily released from active duty with a corresponding appointment/enlistment in the Inactive Ready Reserves (IRR) for periods up to 3 years while retaining certain active duty benefits and be returned to active duty at the end of the inactive duty period. Each month during participation in the program, members will be paid two times; one thirtieth of the monthly basic pay to which the participant would be otherwise entitled based on grade and years of service at the time of separation from active duty.

Part II - Justification Of Funds Requested

FY 2015 is based on end strength of 269,172 and 271,167 workyears. FY 2016 is based on end strength of 268,524 and 270,140 workyears. FY 2017 is based on end strength of 264,420 and 267,025 workyears. Costs are calculated on the basis of grade distribution and average rates experienced. FY 2015 includes a 1.0% across the board payraise effective 1 January 2015. FY 2016 includes a 1.3% across the board payraise effective 1 January 2016. FY 2017 includes a 1.6% across the board payraise effective 1 January 2017.

Computation of fund requirements is provided in the following table:

(1) Basic Pay - Enlisted	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
E-9 Master Chief Petty Officer	2,574	74,744.90	192,393	2,587	75,660.53	195,734	2,663	76,814.35	204,557
E-8 Senior Chief Petty Officer	6,357	58,858.22	374,162	6,548	59,579.23	390,125	7,017	60,487.81	424,443
E-7 Chief Petty Officer	21,162	50,649.94	1,071,854	20,777	51,270.40	1,065,245	21,628	52,052.27	1,125,786
E-6 1st Class Petty Officer	47,431	41,077.61	1,948,352	49,079	41,580.81	2,040,745	46,454	42,214.92	1,961,052
E-5 2nd Class Petty Officer	63,609	32,542.49	2,069,995	64,779	32,941.14	2,133,894	69,397	33,443.49	2,320,878
E-4 3rd Class Petty Officer	52,817	26,399.84	1,394,360	52,667	26,723.24	1,407,433	49,959	27,130.77	1,355,426
E-3 Seaman	52,154	22,531.83	1,175,125	48,682	22,807.84	1,110,331	47,006	23,155.66	1,088,455
E-2 Seaman Apprentice	15,196	20,734.62	315,083	14,795	20,988.62	310,527	14,105	21,308.70	300,559
E-1 Seaman Recruit	9,867	17,588.20	173,543	10,226	17,803.66	182,060	8,796	18,075.17	158,989
Total Basic Pay - Enlisted	271,167		8,714,867	270,140		8,836,094	267,025		8,940,145
Shortfall/Asset Adjustment						178,708			
Funded Level						8,657,386			

(In Thousands Of Dollars)

Project: Retired Pay Accrual -Enlisted

FY 2017 Estimate	\$2,636,817
FY 2016 Estimate	\$2,773,793
FY 2015 Actual	\$2,800,340

Part I - Purpose And Scope

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with 10 U.S.C. 1466. Effective FY 2008, Title V, section 581 of the National Defense Authorization Act for FY 2007 directs the Department of Defense to contribute at the part-time rate for Reserve Component sailors who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

Part II - Justification Of Funds Requested

The budgetary estimates are derived as a product of:

- (a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- (b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA is 32.2% for FY 2015, 31.4% for FY 2016, and 29.5% for FY 2017. The part-time RPA is 22.5% for FY 2015, 23% for FY 2016 and 23.6% for FY 2017.

Cost computations are as follows:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	268,911	10,343.08	2,781,368	269,870	10,270.75	2,771,767	266,751	9,877.06	2,634,716
Reserve Component									
Retired Pay Accrual - Part Time	2,256	8,409.57	18,972	270	7,503.70	2,026	274	7,667.88	2,101
Total Retired Pay Accrual -Enlisted	271,167		2,800,340	270,140		2,773,793	267,025		2,636,817
Shortfall/Asset Adjustment						4,530			
Funded Level						2,769,263			

(In Thousands Of Dollars)

Project: Incentive Pay For Hazardous Duty - Enlisted

FY 2017 Estimate	\$103,685
FY 2016 Estimate	\$104,140
FY 2015 Actual	\$96,240

Part I - Purpose And Scope

Funds requested provide for pay to enlisted personnel for the following types of duty (37 U.S.C. 301(a)(1-11) and 320):

- (1) Career Enlisted Flyer Incentive Pay (37 U.S.C. 320)-duty involving frequent and regular participation in aerial flight as a crew or non-crew member.
- (2) Flying Duty Crew Members (37 U.S.C. 301(a) (1)) - for performance of hazardous duty involving frequent and regular aerial flight as a crew member, and to induce members (other than aviators) to volunteer for flying duty assignments as crew members and to retain the required number of skilled crewmembers to man mission requirements. Payment ranges from \$125 to \$250 per month, determined by grade.
- (3) Flying Duty Non-Crew Members (37 U.S.C. 301(a)(2)) - for performance of hazardous duty involving frequent and regular aerial flight, and to induce members to volunteer for, and remain in, flying duty assignments as other than crew members. The FY 1998 NDAA increased the rate from \$110 to \$150 per month.
- (4) Submarine pay (37 U.S.C. 301c) - duty involving frequent and regular performance of operational submarine duty, restricted to members who hold or are in training for submarine duty designator and remain in the submarine service on a career basis. The FY 2002 NDAA removed the rate table from law and vested authority in the Secretary of the Navy to set submarine pay rates within a cap of \$1,000 per month.
- (5) Parachute jumping (37 U.S.C. 301(a) (3)) - duty involving parachute jumping as an essential part of military duty. Payment is a flat \$150 per month, except for duty involving High Altitude Low Opening (HALO) jumps which receive \$225 per month.
- (6) Toxic Material Pay (37 U.S.C. 301(a)(9),(10)) - duty involving exposure to highly toxic fuels, pesticides or laboratory work that utilizes live, dangerous viruses or bacteria. Payment is a flat \$150 per month.
- (7) Duty inside a high or low pressure chamber (37 U.S.C. 301(a) (5),(6),(7)) - duty involving acceleration or deceleration experiments, or thermal stress experiments. Payment is a flat \$150 per month.
- (8) Demolition Duty (37 U.S.C. 301(a)(4)) - duty involving the demolition of explosives as a primary duty including training for such duty. Payment is a flat \$150 per month.
- (9) Flight Deck Duty (37 U.S.C. 301(a)(8)) - duty involving participation in flight operations on ships from which aircraft are launched. Payment is a flat \$150 per month.
- (10) Visit, Board, Search and Seizure (VBSS) (37 U.S.C. 301(a)(11)) - Maritime Interdiction Operations - for the performance of hazardous duty involving regular participation as a member of a team conducting VBSS operations aboard vessels in support of maritime interdiction operations. Payment is a flat \$150 per month.

Part II - Justification Of Funds Requested

Hazardous duty pay is computed on the basis of the average number of enlisted personnel who are eligible for payment. Average rates for submarine duty are those prescribed by law, based on average years of service by pay grade. Rates for flying duty crewmembers are prescribed by pay grade and years of service dates. All other hazardous pays are computed at the statutory rate of \$1,800 per workyear, except for those members performing high altitude/low opening jumps entitled to \$2,700 per workyear.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Flying Duty - Career									
Under 4 yrs	1,610	1,800.00	2,898	1,637	1,800.00	2,947	1,310	1,800.00	2,358
4 - 8 yrs	1,366	2,700.00	3,688	1,447	2,700.00	3,907	1,222	2,700.00	3,299
8 - 14 yrs	901	4,200.00	3,784	967	4,200.00	4,061	998	4,200.00	4,192
Over 14 yrs	649	4,800.00	3,115	725	4,800.00	3,480	945	4,800.00	4,536
Total - (1)	4,526		13,485	4,776		14,395	4,475		14,385
(2) Flying Duty - Non Career									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer	1	2,880.00	3	1	2,880.00	3	1	2,880.00	3
E-7 Chief Petty Officer	5	2,880.00	14	4	2,880.00	12	4	2,880.00	12
E-6 1st Class Petty Officer	6	2,580.00	15	7	2,580.00	18	7	2,580.00	18
E-5 2nd Class Petty Officer	6	2,280.00	14	7	2,280.00	16	7	2,280.00	16
E-4 3rd Class Petty Officer	1	1,980.00	2	2	1,980.00	4	2	1,980.00	4
E-3 Seaman	1	1,980.00	2	1	1,800.00	2	1	1,800.00	2
E-2 Seaman Apprentice	2	1,800.00	4	2	1,800.00	4	2	1,800.00	4
E-1 Seaman Recruit			0			0			0
(3) Non-Crew (HDIP)	25	1,800.00	45	32	1,800.00	58	32	1,800.00	58

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Submarine Pay									
E-9 Master Chief Petty Officer	184	7,055.00	1,298	240	7,128.00	1,711	240	7,128.00	1,711
E-8 Senior Chief Petty Officer	565	5,963.00	3,369	590	6,024.00	3,554	590	6,024.00	3,554
E-7 Chief Petty Officer	1,762	4,860.00	8,563	2,000	4,860.00	9,720	2,000	4,860.00	9,720
E-6 1st Class Petty Officer	3,710	4,348.00	16,131	3,925	4,464.00	17,521	3,925	4,464.00	17,521
E-5 2nd Class Petty Officer	4,995	2,803.00	14,001	5,505	2,868.00	15,788	5,505	2,868.00	15,788
E-4 3rd Class Petty Officer	3,932	1,413.00	5,556	4,000	1,512.00	6,048	4,000	1,512.00	6,048
E-3 Seaman	2,298	1,008.00	2,316	1,800	1,008.00	1,814	1,800	1,008.00	1,814
E-2 Seaman Apprentice	706	906.00	640	920	912.00	839	920	912.00	839
E-1 Seaman Recruit	302	900.00	272	517	900.00	465	517	900.00	465
Submarine Pay - Students	1,500	960.00	1,440	1,500	960.00	1,440	1,500	960.00	1,440
Total - (4)	19,954		53,586	20,997		58,900	20,997		58,900
(5)Parachute Jumping (Enl)	4,086	2,700.00	11,032	4,052	2,700.00	10,940	3,968	2,700.00	10,714
(6)Toxic Material Pay (Enl)	11	1,800.00	20	13	1,800.00	23	13	1,800.00	23
(7)Duty Inside HiLo Chamber (Enl)	106	1,800.00	191	128	1,800.00	230	128	1,800.00	230
(8)Demolition Duty (Enl)	5,137	1,800.00	9,247	5,229	1,800.00	9,412	5,107	1,800.00	9,193
(9)Flight Deck Duty (Enl)	4,758	1,800.00	8,564	5,610	1,800.00	10,098	5,610	1,800.00	10,098
(10)Visit, Board, Search and Seizure	9	1,800.00	16	14	1,800.00	25	14	1,800.00	25
Total Incentive Pay For Hazardous Duty - Enlisted	38,634		96,240	40,875		104,140	40,368		103,685
Shortfall/Asset Adjustment						(770)			
Funded Level						104,910			

(In Thousands Of Dollars)

Project: Special Pay - Enlisted

FY 2017 Estimate	\$376,712
FY 2016 Estimate	\$373,981
FY 2015 Actual	\$377,298

Part I - Purpose And Scope

Funds requested provide for special pay to enlisted personnel as follows:

- (1) Career Sea Pay (37 U.S.C. 305a) - a variable amount paid monthly to enlisted personnel who are permanently or temporarily serving on a ship or while serving as a member of the off-crew of a two-crew submarine. The FY 2001 NDAA authorized Career Sea Pay Reform, under which it allowed the Secretary of the Service concerned to establish a monthly maximum cap of \$750.
- (2) Premium Sea Pay (37 U.S.C. 305a) - \$100 per month paid to enlisted personnel who are entitled to career sea pay; have less than eight years of sea duty and have served more than 36 consecutive months on sea duty.
- (3 - 4) Hardship Duty Pay (37 U.S.C. 305) - a monthly amount payable to enlisted personnel on duty at specific locations and special missions effective 1 January 2001. Not to exceed \$750 per month.
- (5) Hardship Duty Pay - Tempo (HDP-T) (37 U.S.C. 305) - paid to both Active Component (AC) and Reserve Component (RC) members for a deployment tempo that requires the member to perform duties in an operational environment for extended periods. Personnel who are deployed beyond 220 consecutive days become eligible for HDP-T on the 221st day of consecutive deployment; paid on a prorated daily basis of \$16.50/day, not to exceed a monthly rate of \$495.
- (6) Diving Duty Pay (37 U.S.C. 304) - a monthly amount which varies depending on skill/class of diver, payable to members assigned to diving duty who maintain their proficiency as divers with a monthly maximum cap of \$340.
- (7) Overseas Extension Pay (37 U.S.C.314) - a monthly amount of \$80 payable to enlisted members in certain specialties who have completed a tour of duty at an overseas location and executed an agreement to extend that tour for a period of not less than 1 year. Changed in 1997 to allow Services the option to offer a \$2,000 bonus for year's extension versus an \$80 per month payment.
- (8) Nuclear Accession Bonus (37 U.S.C. 312b) - a bonus not to exceed \$20,000 paid to an individual upon acceptance for naval nuclear power training who agrees to participate in a program of training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants. Funding also provides an increase for Submarine Nuclear Accession Bonus to \$15,000. Surface Nuclear Accession Bonus remains at \$10,000.

(9) Imminent Danger Pay (37 U.S.C. 310) - Prior to Dec. 31, 2011, members eligible for IDP were paid the full monthly rate of \$225 for any complete or partial month they served in a qualifying area. The 2012 National Defense Authorization Act modified IPD payments, limiting eligibility to only the actual days served in a qualifying area. Now service members will receive \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. The monthly rate is paid to members who serve an entire calendar month in an IDP area regardless of the number of individual days in that month.

(10) Foreign Language Proficiency Pay (37 U.S.C. 316) - a bonus not to exceed \$1000/mo paid to individuals certifying in languages identified on the DoD Strategic Language List. Unless waived, certification must be renewed via testing annually to maintain eligibility. This pay increases language capacity and readiness across the active and reserve components by encouraging members to identify their skill and improve their proficiency.

(11) Personal Money Allowance (37 U.S.C. 414c) - paid to the master chief petty officer of the Navy to defray expenses incurred in connection with official duties.

(12A) Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - enables the services to pay a flexible, market based incentive to encourage enlisted members to volunteer for difficult to fill jobs or less desirable geographic locations. The monthly statutory maximum payable is \$3,000.

(12B) SOCOM Assignment Incentive Pay (AIP) (37 U.S.C. 307a) - to provide a monthly incentive to a member who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Used to encourage members to volunteer for difficult-to-fill jobs or assignments in less desirable locations. First authorized by FY 2006 NDAA. The monthly statutory maximum payable is \$3,000.

(12C) Bahrain AIP (37 U.S.C. 307a) - a limited program for enlisted continuity billets in Bahrain authorized by OSD 5 Jan 2006. Payment is a flat rate of \$1,000 per month.

(12D) GTMO First Assignment (37 U.S.C. 307a) (AIP) Financial incentive to address assignments to Detainee Operations Detachment, Guantanamo Bay, Cuba (UIC 40403) Effective March 01, 2007, sailors assigned to 12 month PCS tours as their first permanent duty assignment receive AIP in the amount of \$600/month. The funding source for the GTMO assignments has been moved to IA/GSA. The last remaining "GTMO first assignments" contracts, funded through AIP, have concluded and there will be no more payments made for this assignment under AIP.

(12E) Sea Duty Incentive Pay (SDIP) (37 U.S.C. 307a) - a monetary incentive for certain sailors to voluntarily remain on sea duty past their prescribed sea tour or shorten their shore tour to return early to sea duty.

Payment is \$750 per month.

(12F) NSWDC AIP (37 U.S.C. 307a) - The Naval Special Warfare Development Group (NSWDG) AIP program was established on February 9, 2007. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDC billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDC billet for less than 3 years since completion of the required training receive AIP at \$750 per month and those assigned to a designated NSWDC billet for 3 years or more since completion of the required training receive AIP at \$1,000 per month.

(12G) NSWDC CS AIP (37 U.S.C. 307a) - The Naval Special Warfare Development Group (NSWDG) Combat Support AIP program was established on April 5, 2012. Qualified enlisted personnel accept orders to voluntarily remain at an NSWDC CS billet for an additional 12 months from the date of the agreement or date of the first AIP payment, whichever is later. Personnel who have been assigned to a designated NSWDC CS billet at completion of the required training receive AIP at \$500 per month. EOD personnel who have been assigned to a designated NSWDC CS billet for less than 3 years receive AIP at \$500 per month and those assigned to a designated NSWDC billet for 3 years or more receive AIP at \$500 per month.

(13) Explosive Ordnance Disposal (EOD) CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(14) Enlisted Supervisor Retention Pay CSRB (37 U.S.C. 323) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

(15) Special Warfare SOCOM CSRB (37 U.S.C. 355) - financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 30 years of active duty. Included is Naval Special Warfare Senior Enlisted and Chief Warrant Officer Critical Skills Retention Bonus to eligible service members of up to \$160,000 for a 7 year service commitment, with a maximum annual bonus payment of \$30,000 per year to qualified members.

(16) Combat-related Injury Rehabilitation Pay (CIP) was enacted by section 642 of the National Defense Authorization Act for FY 2006. Members eligible for CIP under 37 U.S.C. sec. 328 and continued HF/IDP under 37 U.S.C. sec. 310(b), are those while in the line of duty, incur a wound, injury, or illness in a combat operation or combat zone designated by the Secretary of Defense and are evacuated from theater of the combat operation or from the combat zone for medical treatment. CIP will terminate at the end of the first month which; (1) the member is paid Traumatic Service members' Group Life Insurance or (2) receives notification of the eligibility of the member for a benefit under T-SGLI and a period of 30 days expires after the date of such notification, or (3) is no longer hospitalized in a military treatment facility or a facility under the auspices of the military care system.

Special pay is computed by applying statutory rates to the average number of personnel who are eligible for payment.

Part II - Justification Of Funds Requested

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Career Sea Pay (Enlisted)									
E-9 Master Chief Petty Officer	563	8,072.82	4,545	543	7,744.23	4,205	543	7,744.23	4,205
E-8 Senior Chief Petty Officer	1,577	7,621.43	12,019	1,585	7,159.13	11,347	1,585	7,159.13	11,347
E-7 Chief Petty Officer	5,820	6,864.78	39,953	5,669	6,376.23	36,147	5,669	6,376.23	36,147
E-6 1st Class Petty Officer	12,874	5,112.71	65,821	12,942	4,971.11	64,336	12,942	4,971.11	64,336
E-5 2nd Class Petty Officer	20,623	3,093.15	63,790	19,843	3,167.93	62,861	19,843	3,167.93	62,861
E-4 3rd Class Petty Officer	23,062	1,824.13	42,068	23,638	1,974.88	46,682	23,638	1,974.88	46,682
E-3 Seaman	20,342	775.49	15,775	16,954	924.27	15,670	16,954	924.27	15,670
E-2 Seaman Apprentice	5,569	623.27	3,471	6,515	727.51	4,740	6,515	727.62	4,740
E-1 Seaman Recruit	1,898	599.05	1,137	1,994	697.89	1,392	1,994	697.89	1,392
(2) Premium Sea Pay (Enlisted)	13,495	2,400.00	32,388	13,420	2,400.00	32,208	13,420	2,400.00	32,208
Total (1)-(2)	105,823		280,967	103,103		279,588	103,103		279,588
(3) HDP Mission (Enl)	8	1,800.00	14	27	1,800.00	49	27	1,800.00	49
(4) HDP Location (Enl)									
Location #1	1,240	1,800.00	2,232	645	1,800.00	1,161	645	1,800.00	1,161
Location #2	1,765	1,200.00	2,118	1,045	1,200.00	1,254	1,045	1,200.00	1,254
Location #3	2,925	600.00	1,755	2,520	600.00	1,512	2,520	600.00	1,512
Total - (4)	5,930		6,105	4,210		3,927	4,210		3,927
Total (3)-(4)	5,938		6,119	4,237		3,976	4,237		3,976
(5) HDP Tempo (Enl)	1,417	5,940.00	8,417	1,510	5,940.00	8,969	1,510	5,940.00	8,969
(6) Diving Duty Pay (Enl)	5,520	2,648.73	14,621	5,688	2,656.00	15,107	5,476	2,656.00	14,544
(7) Overseas Extension Pay (Enl)	606	2,000.00	1,212	628	2,000.00	1,256	628	2,000.00	1,256
(8) Nuclear Accession Bonus (Enl)	331	15,000.00	4,965	215	15,000.00	3,225	215	15,000.00	3,225
(9) Imminent Danger Pay (Enl)	2,404	2,700.00	6,491	213	2,700.00	575	213	2,700.00	575

	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(10)Foreign Language Proficiency Pay (Enl)	3,646	3,116.29	11,362	3,875	3,115.00	12,071	4,161	3,115.00	12,962
(11)Personal Money Allowance (PMA)	1	2,000.00	2	1	2,000.00	2	1	2,000.00	2
(12) Assignment Incentive Pay (Enl)									
A. Assignment Incentive Pay	1,146	3,421.00	3,920	2,326	3,421.00	7,957	2,371	3,421.00	8,111
B. SOCOM AIP	0		0	0		0	0		0
C. Bahrain AIP	0		0	0		0	0		0
D. GTMO First Assignment	0		0	0		0	0		0
E. SDIP	995	9,000.00	8,955	797	9,000.00	7,173	842	9,000.00	7,578
F. NSWDG AIP	256	11,532.00	2,952	233	11,532.00	2,687	246	11,532.00	2,837
G. NSWDG CS AIP	114	7,500.00	855	106	7,500.00	795	117	7,500.00	878
Total - (12)	2,511		16,682	3,462		18,612	3,576		19,404
(13) EOD CSRB									
Initial	22	130,243.36	2,865	33	137,272.73	4,530	25	132,857.14	3,321
Anniversary	0		0	0		0	0		0
Total - (13)	22		2,865	33		4,530	25		3,321
(14) Enlisted Supervisor Retention Pay CSRB									
Initial	189	23,229.00	4,390	406	23,463.00	9,526	406	23,697.00	9,621
Anniversary	1,779	7,024.00	12,496	1,416	6,713.00	9,506	1,373	6,366.00	8,741
Total - (14)	1,968		16,886	1,822		19,032	1,779		18,362
(15)Special Warfare SOCOM CSRB	68	97,552.24	6,634	62	112,580.00	6,980	93	112,580.00	10,470
(16)Combat Injury	22	3,400.00	75	17	3,400.00	58	17	3,400.00	58
Total Special Pay - Enlisted	130,277		377,298	124,866		373,981	125,034		376,712
Shortfall/Asset Adjustment						1,035			
Funded Level						372,946			

MILITARY PERSONNEL, NAVY
Enlisted Supervisor Retention Pay (ESRP)
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior														
Anniversary	1,779	12,496	1,010	6,960	563	3,670	226	1,370	70	459				
FY 2015														
Initial	189	4,390												
Anniversary			406	2,546	404	2,499	362	2,311	222	1,320	97	755		
FY 2016														
Initial			406	9,526										
Anniversary					406	2,572	404	2,524	362	2,334	222	1,334	97	762
FY 2017														
Initial					406	9,621								
Anniversary							406	2,598	404	2,550	362	2,357	222	1,347
FY 2018														
Initial							406	9,717						
Anniversary									406	2,624	404	2,575	362	2,381
FY 2019														
Initial									406	9,814				
Anniversary											406	2,650	404	2,601
FY 2020														
Initial											406	9,912		
Anniversary													406	2,676
FY 2021														
Initial													406	10,012
Anniversary														
Initial Payments	189	4,390	406	9,526	406	9,621	406	9,717	406	9,814	406	9,912	406	10,012
Anniversary	1,779	12,496	1,416	9,506	1,373	8,741	1,398	8,803	1,464	9,287	1,491	9,671	1,491	9,767
Total	1,968	16,886	1,822	19,032	1,779	18,362	1,804	18,520	1,870	19,101	1,897	19,583	1,897	19,779

(In Thousands Of Dollars)

Project: Special Duty Assignment Pay And Proficiency Pay - Enlisted	FY 2017 Estimate	\$84,423
	FY 2016 Estimate	\$84,427
	FY 2015 Actual	\$86,398

Part I - Purpose And Scope

Special duty assignment pay (SDAP) - 37 U.S.C. 307 provides for payments to enlisted personnel to obtain a sufficient number of qualified volunteers to sustain adequate manning levels in designated special duty assignments.

Part II - Justification Of Funds Requested

The estimate is based on the average number of personnel required in the following skills:

USNS shipboard personnel	Air traffic controllers	ASW/Air intercept controller/supervis.	FMF HM
Personnel Resource Development Office	Air/Surface Rescue Swimmer	ASW/ASUW tact air ctrl (ASTAC)	Attache
JCS Comm Unit	TACAMO and C130 Flt Engineers	Harbor pilots	Independent duty hospital corpsmen
Joint Special Operations Personnel	Tactical CI/HUMINT Analyst	SEAL/SWCC	Acoustic intelligence specialist
JCU billets	LCAC Operator & Supp	Divers	Sub Anav
DTRA/OSIA	LCAC Engineers	EOD Technician	SLBM Tech
White House Communciation Personnel	Gas Turbine Diesel Stream Plant Insp	NSW Parachute Ranger	Sub CCC
White House Support Command	NDT Examiner	DCS Courier	Sub LAN Admin
Ceremonial Guard	AEGIS Combant Sys maint supp	TIO Operator/Analysts	Underwater Construction
Command Master Chief/Chief of the Boat	Shipboard Tactical data system tech	Recruiters	Nuclear propulsion plant operations
White House Situation Room	C-9 Crew Chief	Recruit Commmand personnel	Mobile Utility Spt Equipment Op.
NSW IT/ET Support	3MC	Ship Eng. Plant MGR	SWF/MA Security Forces

Career recruiters are Navy's professional sales force of proven recruiters, responsible for the training and supervision of fleet sailors assigned to recruiting duty.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) SDAP									
SD-6 (\$450)	4,958	5,400.00	26,773	5,026	5,400.00	27,140	5,027	5,400.00	27,146
SD-5 (\$375)	2,182	4,500.00	9,819	2,420	4,500.00	10,890	2,420	4,500.00	10,890
SD-4 (\$300)	1,841	3,600.00	6,628	1,874	3,600.00	6,746	1,874	3,600.00	6,746
SD-3 (\$225)	2,276	2,700.00	6,145	2,453	2,700.00	6,623	2,453	2,700.00	6,623
SD-2 (\$150)	10,270	1,800.00	18,486	9,946	1,800.00	17,903	9,947	1,800.00	17,905
SD-1 (\$75)	1,720	900.00	1,548	1,756	900.00	1,580	1,747	900.00	1,572
Total - (1)	23,247		69,399	23,475		70,882	23,468		70,882

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) Recruiter									
Recruiter (\$150)	0		0	0		0	0		0
Recruiter (\$225)	0		0	0		0	0		0
Recruiter (\$300)	0		0	0		0	0		0
Recruiter (\$375)	0		0	3,010	4,500.00	13,545	3,009	4,500.00	13,541
Recruiter (\$450)	3,148	5,400.00	16,999	0		0	0		0
Total - (2)	3,148		16,999	3,010		13,545	3,009		13,541
Total Special Duty Assignment Pay And Proficiency Pay - Enlisted	26,395		86,398	26,485		84,427	26,477		84,423
Shortfall/Asset Adjustment						901			
Funded Level						83,526			

(In Thousands Of Dollars)

Project: Reenlistment Bonus - Enlisted

FY 2017 Estimate	\$250,008
FY 2016 Estimate	\$271,653
FY 2015 Actual	\$245,153

Part I - Purpose And Scope

Reenlistment Bonus (37 U.S.C. 308) - provides a bonus to enlisted personnel who reenlist in a skill characterized by inadequate manning, low retention, and high replacement costs payable to an individual with between twenty-one months and sixteen years active service. Payment is based on monthly basic pay times a specified award level (not to exceed 10) times the number of additional years of obligated service (not to exceed 6). Obligated service in excess of eighteen years is not used in the computation. The maximum payment is \$90,000. While there is authority for \$90,000 payment, the Navy has no plans of making a payment of this amount.

Part II - Justification Of Funds Requested

Twenty most undermanned critical skills:

Aviation Boatswain's Mate (Launching & Recovery Equipment, Fuels, Aircraft Handling) (ABE, ABF, ABH)
 Aviation Structural Mechanic (AM)
 Aviation Ordnanceman (AO)
 Boatswain's Mate (BM)
 Cryptologic Technician Interpretive, Mai (BM)
 Cryptologic Technician Network, Collection (CTN, CTR)
 Explosive Ordnance Disposal (EOD)
 Fire Controlman (FC)
 Fire Control Technician (FT)
 Hospital Corpsman (HM)

Information Systems Technician (IT)
 Intelligence Specialist (IS)
 Navy Diver (ND)
 Nuclear Program (EM, ET, MM)
 Operations Specialist (OS)
 SeaBees (CB)
 Special Operations (SO)
 Special Operations Boat (SB)
 Sonar Technician Surface (STG)
 Sonar Technician Submarine (STS)

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Reenlistment Bonus									
Initial Payment	8,804	15,872.56	139,742	9,531	16,067.00	153,135	7,658	16,312.02	124,917
Anniversary	20,022	5,264.76	105,411	23,956	4,947.32	118,518	26,760	4,674.55	125,091
Distribution	0		0	0		0	0		0
Total - (1)	28,826		245,153	33,487		271,653	34,418		250,008
Enlisted	28,826		245,153	33,487		271,653	34,418		250,008
Shortfall/Asset Adjustment						(3,345)			
Funded Level						274,998			

MILITARY PERSONNEL, NAVY

Reenlistment Bonus

(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	20,022	105,411	14,805	78,073	8,435	44,830	4,730	23,990	2,196	9,981				
FY 2015 Initial	8,804	139,742												
Anniversary			9,151	40,445	8,908	39,366	6,994	32,057	4,053	18,665	2,695	11,401		
FY 2016 Initial			9,531	153,135										
Anniversary					9,417	40,895	9,176	40,346	7,453	33,778	4,395	19,767	3,083	12,779
FY 2017 Initial					7,658	124,917								
Anniversary							7,421	32,646	7,231	32,029	5,873	26,856	3,464	15,779
FY 2018 Initial							7,470	126,185						
Anniversary									7,386	32,977	7,196	32,514	5,845	27,129
FY 2019 Initial									7,746	132,816				
Anniversary											7,659	34,710	7,463	34,239
FY 2020 Initial											8,033	140,214		
Anniversary													7,943	36,644
FY 2021 Initial													8,077	144,222
Anniversary														
Initial	8,804	139,742	9,531	153,135	7,658	124,917	7,470	126,185	7,746	132,816	8,033	140,214	8,077	144,222
Anniversary	20,022	105,411	23,956	118,518	26,760	125,091	28,321	129,039	28,319	127,430	27,818	125,248	27,798	126,570
Total	28,826	245,153	33,487	271,653	34,418	250,008	35,791	255,224	36,065	260,246	35,851	265,462	35,875	270,792

(In Thousands Of Dollars)

Project: Enlistment Bonus - Enlisted	FY 2017 Estimate	36,837
	FY 2016 Estimate	36,581
	FY 2015 Actual	29,763

Part I - Purpose And Scope

Funds requested provide for an enlistment bonus (37 U.S.C. 309) - payable to a member who enlists for a minimum of five years or extends active duty obligation at least one year beyond the normal enlistment in a designated skill. Eligible skills are characterized by job. Payments to Sailors occur when the job training is complete. Average longest training time is 21 months after graduating boot camp.

Part II - Justification Of Funds Requested

The bonus is payable upon completion of training. Training pipelines that are completed in the same year the member began active duty are paid as "new pay". Those that are completed in a future year are paid as "residual pay". The enlistment bonus will further enhance recruiting efforts to enlist personnel to serve in skill areas designated as critical.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Enlistment Bonus									
New Pay	0		0	650	4,430.00	2,880	650	4,523.00	2,940
Residuals	3,989	7,461.52	29,763	6,374	5,287.26	33,701	6,380	5,313.01	33,897
Total - (1)	3,989		29,763	7,024		36,581	7,030		36,837
Total Enlistment Bonus - Enlisted	3,989		29,763	7,024		36,581	7,030		36,837
Shortfall/Asset Adjustment						0			
Funded Level						36,581			

MILITARY PERSONNEL, NAVY

Enlistment Bonus

(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>	<u>Number</u>	<u>Amount</u>
FY 2014 and prior Anniversary	3,989	29,763	4,141	23,591										
FY 2015 Initial Anniversary			2,233	10,110	4,147	23,727								
FY 2016 Initial Anniversary			650	2,880										
					2,233	10,170	3,000	24,470						
FY 2017 Initial Anniversary					650	2,940								
							2,233	9,430	3,000	24,470				
FY 2018 Initial Anniversary							720	3,600						
									2,233	9,430	3,000	24,470		
FY 2019 Initial Anniversary									833	4,163				
											2,233	9,430	3,000	24,470
FY 2020 Initial Anniversary											947	4,734		
													2,233	9,430
FY 2021 Initial Anniversary														1,063 5,313
Initial Anniversary	0	0	650	2,880	650	2,940	720	3,600	833	4,163	947	4,734	1,063	5,313
	3,989	29,763	6,374	33,701	6,380	33,897	5,233	33,900	5,233	33,900	5,233	33,900	5,233	33,900
Total	3,989	29,763	7,024	36,581	7,030	36,837	5,953	37,500	6,066	38,063	6,180	38,634	6,296	39,213

(In Thousands Of Dollars)

Project: Educational Benefits - Enlisted	FY 2017 Estimate	\$0
	FY 2016 Estimate	\$0
	FY 2015 Actual	\$0

Part I - Purpose And Scope

Funds are for payment to the Department of Defense Education Benefits Funds, a trust fund. This program is governed by Title 38 U.S.C. Chapter 30. The program funds additional and supplemental benefit payments above a basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account. The Navy College Fund program attracts test score category I-III A members for four year and longer commitments, primarily into undermanned hard to fill ratings.

Part II - Justification Of Funds Requested

The Navy College Fund is a critical element in Navy's recruiting strategy. The purpose of the Navy College Fund is to expand the recruiting market to include college bound youth. The allure of a college education dominates the plans of 60-80% of all high quality recruits. The Navy College Fund is used as a "Kicker" to the MGIB. The Post 9-11 is more generous than the MGIB in many instances, allowing for reductions in the College Fund in FY12.

The FY 2004 National Defense Authorization Act (NDAA) authorized the implementation of the Navy's College First Program. This Program pays \$475 per month (assuming recruits in the first year of participation) to Delayed Entry Program (DEP) personnel pursuing post graduate education.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Navy College Fund Program (Enl)									
\$350/Month	0		0	0		0	0		0
\$450/Month	0		0	0		0	0		0
\$550/Month	0		0	0		0	0		0
\$950/Month	0		0	0		0	0		0
Total - (1)	0		0	0		0	0		0
(2) Navy College First	0		0	0		0	0		0
Total Educational Benefits - Enlisted	0		0	0		0	0		0

(In Thousands Of Dollars)

Project: Loan Repayment Program

FY 2017 Estimate	\$4,400
FY 2016 Estimate	\$5,000
FY 2015 Actual	\$4,760

Part I - Purpose And Scope

The Loan Repayment Program (LRP) is authorized by P.L. 99-145, Section 2171. The LRP is an enlistment incentive designed to increase enlistments from test score category I-III A. The LRP repays loans up to the maximum ceiling of \$65,000. Only guaranteed federal loans are eligible for repayment. Starting in FY2012, there will be rate adjustment due to a larger average loan amount, anticipate \$25K per student loan.

Part II - Justification Of Funds Requested

The LRP is a major enlistment incentive program to attract recruits that have some college.

Fund requirements for this incentive program are provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Navy College Loan Repayment (Enl)	190	25,052.63	4,760	200	25,000.00	5,000	176	25,000.00	4,400
Total Loan Repayment Program	190		4,760	200		5,000	176		4,400
Shortfall/Asset Adjustment						(6,225)			
Funded Level						11,225			

(In Thousands Of Dollars)

Project: Basic Allowance For Housing - Enlisted

FY 2017 Estimate	\$4,254,377
FY 2016 Estimate	\$4,139,912
FY 2015 Actual	\$3,982,500

Part I - Purpose And Scope

Congress approved the payment of a Basic Allowance for Housing (BAH) to service members in the FY 1998 National Defense Authorization Act. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). The FY 2000 National Defense Authorization Act directed Navy to accelerate the BAH transition to market-based rates with complete transition by FY 2005. Payment to service members is authorized by revisions to 37 U.S.C. 403.

Part II - Justification Of Funds Requested

The estimates include Fiscal Year composite projected annual rate increases of 3.5% for FY 2015, 3.5% for FY 2016 and 3.3% in FY 2017. However, future housing rate adjustments may result as contractor generated survey data of actual housing costs becomes available.

The Basic Allowance for Housing (BAH) Fiscal Year 2017 average inflation rate is 3.3 percent. The January 1, 2016 and January 1, 2017 average BAH inflation rate assumption are respectively, 3.4 percent and 3.3 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The FY 2015 NDAA authorized a 1.0 percent out-of-pocket (OOP) cost to service members from the housing allowance and eliminated renter's insurance from the housing rates beginning January 1, 2015. FY 2016 NDAA amends the 1.0 percent limitation authorized during 2015 by establishing 2.0 percent for months occurring during 2016; 3.0 percent for months occurring during 2017; 4.0 percent for months occurring during 2018; and 5.0 percent for months occurring after 2018.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) BAH Domestic - Enlisted with Dependents									
E-9 Master Chief Petty Officer	2,210	27,061.91	59,807	2,221	28,009.08	62,208	2,271	28,933.38	65,708
E-8 Senior Chief Petty Officer	5,378	25,636.44	137,873	5,540	26,533.72	146,997	5,899	27,409.33	161,688
E-7 Chief Petty Officer	16,977	24,615.00	417,889	16,668	25,476.53	424,643	17,239	26,317.26	453,683
E-6 1st Class Petty Officer	33,942	23,431.46	795,311	35,119	24,251.56	851,691	33,027	25,051.86	827,388
E-5 2nd Class Petty Officer	33,244	20,976.00	697,326	33,856	21,710.16	735,019	36,037	22,426.60	808,187
E-4 3rd Class Petty Officer	18,438	19,459.00	358,785	18,388	20,140.07	370,336	17,331	20,804.69	360,566
E-3 Seaman	12,159	19,159.00	232,954	11,349	19,829.57	225,046	10,887	20,483.95	223,009
E-2 Seaman Apprentice	1,895	18,771.00	35,571	1,845	19,427.99	35,845	1,747	20,069.11	35,061
E-1 Seaman Recruit	657	18,537.00	12,179	681	19,185.80	13,066	582	19,818.93	11,535

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(2) BAH Differential (ENL)	805	2,600.42	2,093	802	2,632.28	2,111	788	2,672.42	2,106
Total (1)-(2)	125,705		2,749,788	126,469		2,866,962	125,808		2,948,931
(3) BAH Domestic - Enlisted without Dependents									
E-9 Master Chief Petty Officer	152	22,603.77	3,436	153	23,394.90	3,579	156	24,166.93	3,770
E-8 Senior Chief Petty Officer	434	22,062.91	9,575	447	22,835.11	10,207	476	23,588.67	11,228
E-7 Chief Petty Officer	2,157	20,800.76	44,867	2,118	21,528.79	45,598	2,190	22,239.24	48,704
E-6 1st Class Petty Officer	8,772	19,536.69	171,376	9,077	20,220.47	183,541	8,536	20,887.75	178,298
E-5 2nd Class Petty Officer	21,819	18,110.56	395,154	22,220	18,744.43	416,501	23,651	19,363.00	457,954
E-4 3rd Class Petty Officer	14,247	14,609.00	208,134	14,207	15,120.32	214,814	13,389	15,619.29	209,127
E-3 Seaman	6,470	13,869.00	89,732	6,039	14,354.42	86,686	5,794	14,828.12	85,914
E-2 Seaman Apprentice	658	13,466.00	8,861	641	13,937.31	8,934	607	14,397.24	8,739
E-1 Seaman Recruit	109	13,285.00	1,448	113	13,749.98	1,554	96	14,203.73	1,364
(4) BAH Domestic Partial (Enlisted)									
E-9 Master Chief Petty Officer	2	223.30	0	2	223.30	0	2	223.30	0
E-8 Senior Chief Petty Officer	6	183.60	1	6	183.60	1	7	183.60	1
E-7 Chief Petty Officer	25	144.00	4	25	144.00	4	26	144.00	4
E-6 1st Class Petty Officer	163	118.80	19	169	118.80	20	159	118.80	19
E-5 2nd Class Petty Officer	2,253	104.40	235	2,294	104.40	239	2,442	104.40	255
E-4 3rd Class Petty Officer	18,427	97.20	1,791	18,375	97.20	1,786	17,318	97.20	1,683
E-3 Seaman	32,504	93.60	3,042	30,340	93.60	2,840	29,108	93.60	2,725
E-2 Seaman Apprentice	12,553	86.40	1,085	12,222	86.40	1,056	11,577	86.40	1,000
E-1 Seaman Recruit	8,599	82.80	712	8,912	82.80	738	7,617	82.80	631

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5) BAH Domestic Inadequate (Enl)									
E-9 Master Chief Petty Officer			0			0			0
E-8 Senior Chief Petty Officer			0			0			0
E-7 Chief Petty Officer			0			0			0
E-6 1st Class Petty Officer			0			0			0
E-5 2nd Class Petty Officer			0			0			0
E-4 3rd Class Petty Officer			0			0			0
E-3 Seaman			0			0			0
E-2 Seaman Apprentice			0			0			0
E-1 Seaman Recruit			0			0			0
Total (3)-(5)	129,350		939,472	127,360		978,098	123,151		1,011,416
Total - Domestic	255,055		3,689,260	253,829		3,845,060	248,959		3,960,347
(6) BAH Overseas - Enlisted with Dependents									
E-9 Master Chief Petty Officer	72	33,187.71	2,390	72	33,585.96	2,418	70	34,190.51	2,393
E-8 Senior Chief Petty Officer	219	32,504.74	7,119	218	32,894.80	7,171	213	33,486.91	7,133
E-7 Chief Petty Officer	910	31,898.20	29,027	904	32,280.98	29,182	886	32,862.04	29,116
E-6 1st Class Petty Officer	1,764	31,333.06	55,272	1,753	31,709.06	55,586	1,717	32,279.82	55,424
E-5 2nd Class Petty Officer	1,488	29,241.48	43,511	1,478	29,592.38	43,738	1,448	30,125.04	43,621
E-4 3rd Class Petty Officer	349	27,497.28	9,597	347	27,827.25	9,656	340	28,328.14	9,632
E-3 Seaman	58	30,041.37	1,742	58	30,401.87	1,763	56	30,949.10	1,733
E-2 Seaman Apprentice	2	25,817.84	52	2	26,127.65	52	2	26,597.95	53
E-1 Seaman Recruit	27	22,668.57	612	27	22,940.59	619	26	23,353.52	607

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(7) BAH Overseas - Enlisted without Dependents									
E-9 Master Chief Petty Officer	14	32,851.15	460	14	33,245.36	465	14	33,843.78	474
E-8 Senior Chief Petty Officer	49	31,438.78	1,541	49	31,816.05	1,559	48	32,388.74	1,555
E-7 Chief Petty Officer	247	31,008.69	7,659	245	31,380.79	7,688	240	31,945.64	7,667
E-6 1st Class Petty Officer	1,007	29,221.93	29,426	1,000	29,572.59	29,573	980	30,104.90	29,503
E-5 2nd Class Petty Officer	2,856	27,336.98	78,074	2,837	27,665.02	78,486	2,780	28,162.99	78,293
E-4 3rd Class Petty Officer	917	25,565.30	23,443	911	25,872.08	23,569	892	26,337.78	23,493
E-3 Seaman	118	26,250.21	3,098	117	26,565.21	3,108	115	27,043.38	3,110
E-2 Seaman Apprentice	8	27,104.94	217	8	27,430.20	219	8	27,923.94	223
E-1 Seaman Recruit			0			0			0
Total (6)-(7)	10,105		293,240	10,040		294,852	9,835		294,030
Total - Overseas	10,105		293,240	10,040		294,852	9,835		294,030
Total Basic Allowance For Housing - Enlisted	265,160		3,982,500	263,869		4,139,912	258,794		4,254,377
Shortfall/Asset Adjustment						68,364			
Funded Level						4,071,548			

(In Thousands Of Dollars)

Project: Station Allowance, Overseas - Enlisted	FY 2017 Estimate	\$306,388
	FY 2016 Estimate	\$310,021
	FY 2015 Actual	\$306,194

Part I - Purpose And Scope

Funds requested provide for payments of a per diem allowance to members and their dependents on duty outside the United States for increased cost of living, housing and temporary lodging allowances. Authorization is provided under provision of 37 U.S.C. 405 and the Joint Federal Travel Regulations.

Part II - Justification Of Funds Requested

The numbers for Cost of Living Allowance (COLA) are based on actual experience and adjusted to reflect changes in overseas strength. Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Overseas Station Allowance (Enl)									
COLA	40,688	6,832.37	277,995	40,699	6,916.07	281,477	39,608	7,021.54	278,109
Total - (1)	40,688		277,995	40,699		281,477	39,608		278,109
(2) Temporary Lodging (Enl)									
Temporary Lodging	24,053	1,172.35	28,199	24,059	1,186.42	28,544	23,414	1,207.78	28,279
Total - (2)	24,053		28,199	24,059		28,544	23,414		28,279
Total Station Allowance, Overseas - Enlisted	64,741		306,194	64,758		310,021	63,022		306,388
Shortfall/Asset Adjustment						(32,791)			
Funded Level						342,812			

(In Thousands Of Dollars)

Project: CONUS Cost Of Living Allowance (COLA) - Enlisted	FY 2017 Estimate	\$3,151
	FY 2016 Estimate	\$3,131
	FY 2015 Actual	\$3,105

Part I - Purpose And Scope

The funds requested will provide for payment of a Cost of Living Allowance (COLA) to sailors who are assigned to high cost areas in the Continental United States (CONUS). High cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108 percent of the national cost of living average. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage.

Part II - Justification Of Funds Requested

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

Detailed cost computations are provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)CONUS COLA	2,389	1,299.84	3,105	2,380	1,315.44	3,131	2,353	1,339.12	3,151
Total CONUS Cost Of Living Allowance (COLA) - Enlisted	2,389		3,105	2,380		3,131	2,353		3,151
Shortfall/Asset Adjustment						(1,264)			
Funded Level						4,395			

(In Thousands Of Dollars)

Project: Clothing Allowance - Enlisted	FY 2017 Estimate	\$190,569
	FY 2016 Estimate	\$185,211
	FY 2015 Actual	\$191,904

Part I - Purpose And Scope

Funds requested will provide enlisted personnel with prescribed clothing as authorized by the Secretary of Defense under provisions of (37 U.S.C. 418). Included are:

(1 - 2) Initial clothing upon enlistment, advancement to chief petty officer (pay grade E-7) and civilian clothing allowance when authorized by competent orders.

(3 - 5) Basic maintenance allowance is payable to members upon completion of six months active duty and accrues during the remainder of the first three years of continuous service. Standard or special maintenance allowance is payable to a member upon completion of 36 months of active duty and continues during the remainder of continuous service.

(6) Supplementary clothing allowances are payable to members assigned to special duty where additional items of clothing are required.

(7) Up-Front Purchases - to be used for stocking of new items.

Part II - Justification Of Funds Requested

Initial clothing allowances are based on planned numbers of accessions by type of accession at rates prescribed by the Secretary of Defense. Clothing maintenance allowances are computed based on past experience for number of members entitled and rates prescribed by the Secretary of Defense. Supplementary clothing allowances are based on numbers planned for assignment to qualifying special duties multiplied by the rates prescribed by the Secretary of Defense.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Initial Military									
Male	26,208	1,833.96	48,064	26,400	1,797.42	47,452	26,095	1,829.77	47,748
Female	8,760	2,012.24	17,627	8,824	1,982.74	17,496	8,722	2,018.43	17,605
Prior Service	176	1,767.59	311	177	1,732.24	307	175	1,763.42	309
OCS Newport	182	1,898.83	346	195	1,888.51	368	195	1,922.50	375
On Advancement E7	3,755	1,072.02	4,025	3,782	1,057.50	3,999	3,738	1,076.54	4,024
Navy Unit Bands	246	1,071.66	264	227	1,057.50	240	213	1,076.54	229
Total - (1)	39,327		70,637	39,605		69,862	39,138		70,290
(2) Enlisted Civilian Clothing	1,256	563.82	708	1,265	570.59	722	1,250	580.86	726
Total (1)-(2)	40,583		71,345	40,870		70,584	40,388		71,016
(3) Replacement Allowances (Basic)									
Male	64,728	338.40	21,904	65,202	320.40	20,891	64,448	326.17	21,021
Female	18,056	342.00	6,175	18,188	327.60	5,958	17,978	333.50	5,996
Total - (3)	82,784		28,079	83,390		26,849	82,426		27,017
(4) Replacement Allowances (Std)									
Male	129,820	482.40	62,625	130,770	457.20	59,788	129,259	465.43	60,161
Female	24,759	489.60	12,122	24,940	468.00	11,672	24,652	476.42	11,745
Total - (4)	154,579		74,747	155,710		71,460	153,911		71,906

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5) Replacement Allowances (Special)									
Male	15,883	640.80	10,178	15,999	648.00	10,367	15,814	659.66	10,432
Female	1,539	640.80	986	1,550	669.60	1,038	1,532	681.65	1,044
Total - (5)	17,422		11,164	17,549		11,405	17,346		11,476
Total (3)-(5)	254,785		113,990	256,649		109,714	253,683		110,399
(6)Supplementary Clothing (Enl)	6,579	268.89	1,769	6,627	272.12	1,803	6,550	277.02	1,814
(7)Up-Front Purchases	0		4,800	0		3,110	0		7,340
Total Clothing Allowance - Enlisted	301,947		191,904	304,146		185,211	300,621		190,569
Shortfall/Asset Adjustment						(5,220)			
Funded Level						190,431			

(In Thousands of Dollars)

Project: Family Separation Allowance - Enlisted

FY 2017 Estimate	\$43,617
FY 2016 Estimate	\$43,617
FY 2015 Actual	\$58,836

Part I - Purpose And Scope

Funds requested provide an allowance to enlisted members with dependents (37 U.S.C. 427) for added separation expenses when the requirements listed below are met:

- (1) The movement of dependents to the permanent duty station or a place near the station is not authorized at government expense under the Joint Travel Regulations and the member's dependents do not reside at or near that station.
- (2) The member is on duty on board a ship away from the home port of the ship for a continuous period of more than 30 days.
- (3) The member is on temporary duty or temporary additional duty away from his permanent station for a continuous period of more than 30 days and the member's dependents do not reside at or near the member's temporary duty or temporary additional duty station.

Part II - Justification Of Funds Requested

Family separation allowances are determined by multiplying the planned number of members eligible by the statutory rates.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)FSA - R (On PCS With Dependents Not Authorized)	6,435	3,000.00	19,305	4,142	3,000.00	12,426	4,142	3,000.00	12,426
(2)FSA - S (Onboard > 30 days)	6,714	3,000.00	20,142	5,433	3,000.00	16,299	5,433	3,000.00	16,299
(3)FSA - T (TDY > 30 days)	6,463	3,000.00	19,389	4,964	3,000.00	14,892	4,964	3,000.00	14,892
Total (1)-(3)	19,612		58,836	14,539		43,617	14,539		43,617
Enlisted	19,612		58,836	14,539		43,617	14,539		43,617
Shortfall/Asset Adjustment						0			
Funded Level						43,617			

(In Thousands of Dollars)

Project: Special Compensation for Assistance with Activities of Daily Living - Enlisted

FY 2017 Estimate	\$347
FY 2016 Estimate	\$333
FY 2015 Actual	\$277

Part I - Purpose And Scope

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL), an allowance to service members with a permanent catastrophic injury or illness that was incurred or aggravated in the line of duty. The allowance is authorized compensation to the Service member that offsets the economic burden borne by a primary caregiver providing non-medical care, support, and assistance to the member. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured or ill Service members until they are medically retired. At that time, the allowance will continue for 90 days out until the last day of that calendar month or once the VA begins payment, whichever comes first. This allowance is included in the FY2010 omnibus package of legislative proposals, as a new section (Section 439) in Title 37.

Part II - Justification Of Funds Requested

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living.

The estimated average rate is based on the national average compensation for home health aides of approximately \$1,600 per month multiplied by the average length of time (4 months) that service members are anticipated to remain on active duty once catastrophically injured.

The detailed computations are provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Average Number	Rate	Amount	Average Number	Rate	Amount	Average Number	Rate	Amount
(1)Special Monthly Compensation	38	7,289.47	277	46	7,230.00	333	48	7,230.00	347
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	38		277	46		333	48		347
Shortfall/Asset Adjustment						0			
Funded Level						333			

(In Thousands Of Dollars)

Project: Separation Payments - Enlisted	FY 2017 Estimate	\$161,985
	FY 2016 Estimate	\$157,722
	FY 2015 Actual	\$152,262

Part I - Purpose And Scope

Funds requested will provide for the following separation payments:

(1) Lump Sum Terminal Leave Payments for unused accrued leave at time of discharge, or death under provisions of 37 U.S.C. 501 and 10 U.S.C 701. Funding request includes a legislative proposal to allow service members to sell back leave in conjunction with reenlistment, not just within three months prior to expiration of active service.

(2) Severance Pay Disability - Payment to members separated (not retired) for physical disability under provisions of 10 U.S.C. 1212.

(3) Involuntary - Half Severance Pay is 5% of the product of member years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntary separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.

Involuntary - Full Severance Pay is 10% of the product of members years active service plus fractions of years based on full months and 12 times monthly basic pay is authorized to members involuntarily separated from active duty who are fully qualified for retention, but are denied reenlistment or continuation.

(4) Voluntary - Force shaping separation incentives for military members in selected over manned skills:

- a. a lump sum payment for members who have at least six years of service.
- b. an annuity and lump sum payment to members who have at least fifteen years of service.

Voluntary Separation Incentive ((VSI) 10 U.S.C. 1175) will pay members 2.5% of their annual basic pay, multiplied by their years of service. Payments will be annual and last for twice the number of years of service.

(5) Discharge Gratuity donation not to exceed \$25, to member separated with a dishonorable, bad conduct, or undesirable discharge for reasons of security, unfitness etc., under provisions of (10 U.S.C. 771a).

(6) Temporary Early Retirement Authority (TERA) - Section 504, Public Law 112-81, National Defense Authorization Act for Fiscal Year (FY) 2012, reinstates temporary retirement authorities contained in section 4403, Public Law 102 484, of the National Defense Authorization Act for FY 1993, which authorizes the Military Departments to retire active service military members up to 5 years before completion of 20 years of service.

(7) \$30,000 Lump Sum Bonus: the FY 2000 National Defense Authorization Act provides to service members who entered the uniformed service on or after August 1, 1986, the option to retire under the pre-1986 military retirement plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000 lump sum bonus and to remain under the redux retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Sailors are permitted to select between the two retirement programs within 180 days of completing 15 years of service. Sailors who elect to accept the lump sum bonus are obligated to serve the remaining five years to become retirement eligible. Those who do not complete the required service are required to repay a pro-rated amount based on the unserved amount of the obligation.

Part II - Justification Of Funds Requested

Separation payments are computed on the basis of the number of members eligible for payment at the average rates derived from past experience. FY 2015, FY 2016, and FY 2017 include a 1.0%, 1.3% and 1.6% pay raise effective 1 January of each year respectively.

Computation of fund requirements is provided in the following table:

	FY 2015				FY 2016				FY 2017			
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(1) Lump Sum												
Terminal Leave Payments												
E-9 Master Chief Petty Officer	306	23	4,653.79	1,424	314	23	4,710.80	1,479	313	23	4,782.64	1,497
E-8 Senior Chief Petty Officer	848	21	3,387.05	2,872	869	21	3,428.54	2,979	865	21	3,480.83	3,011
E-7 Chief Petty Officer	2,081	22	3,023.56	6,292	2,132	22	3,060.60	6,525	2,123	22	3,107.27	6,597
E-6 1st Class Petty Officer	4,152	20	2,269.47	9,423	4,254	20	2,297.27	9,773	4,235	20	2,332.30	9,877
E-5 2nd Class Petty Officer	7,370	18	1,637.28	12,067	7,552	18	1,657.34	12,516	7,519	18	1,682.61	12,652
E-4 3rd Class Petty Officer	6,729	18	1,326.52	8,926	6,895	18	1,342.77	9,258	6,865	18	1,363.25	9,359
E-3 Seaman	4,918	18	1,101.74	5,418	5,039	18	1,115.24	5,620	5,017	18	1,132.25	5,680
E-2 Seaman Apprentice	1,665	17	945.62	1,574	1,706	17	957.20	1,633	1,698	17	971.80	1,650
E-1 Seaman Recruit	1,843	11	532.38	981	1,888	11	538.90	1,017	1,880	11	547.12	1,029
 (2)Severance Pay, Disability (Enl)	 608		 36,844.42	 22,401	 623		 37,295.76	 23,235	 620		 37,864.52	 23,476

	FY 2015			FY 2016			FY 2017					
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
(3) Severance Pay, Non-Disability (Enl)												
Invol - Full Pay	1,019		37,466.88	38,179	1,044		37,925.85	39,595	1,127		38,504.22	43,394
Invol - Half Pay	941		17,710.38	16,665	964		17,927.33	17,282	960		18,200.72	17,473
Total - (3)	1,960			54,844	2,008			56,877	2,087			60,867
(4) Voluntary Separation (Enl)												
VSP	0			0	0			0	0			0
VSI Trust Fund	0			2,400	0			2,600	0			2,200
Total - (4)	0			2,400	0			2,600	0			2,200
(5) Discharge Gratuity	0			0	0			0	0			0
(6) TERA	0			0	0			0	0			0
(7) \$30,000 Lump Sum Bonus (Enl)	788		30,000.00	23,640	807		30,000.00	24,210	803		30,000.00	24,090
Total Separation Payments - Enlisted	33,268			152,262	34,087			157,722	34,025			161,985
Shortfall/Asset Adjustment								1,222				
Funded Level								156,500				

(In Thousands Of Dollars)

Project: Social Security Tax - Employer's Share - Enlisted	FY 2017 Estimate	\$683,920
	FY 2016 Estimate	\$675,961
	FY 2015 Actual	\$663,961

Part I - Purpose And Scope

Funds requested represent the government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA) under provision of 26 U.S.C. 3101, 3111, and P.L. 98-21 "Social Security Amendment of 1983".

Part II - Justification Of Funds Requested

Social security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Income (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. There is no wage cap on the 1.45% medical contribution. The government's contribution is based on the percentage rate set by law on member's salary for a calendar year.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Social Security Tax - Employer's contribution	271,167	2,448.53	663,961	270,140	2,502.26	675,961	267,025	2,561.26	683,920
Total Social Security Tax - Employer's Share - Enlisted	271,167		663,961	270,140		675,961	267,025		683,920
Shortfall/Asset Adjustment						1,010			
Funded Level						674,951			

Budget Activity 3
Pay and Allowances of Cadets/Midshipmen

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Midshipmen
(In Thousands of Dollars)

			Amount
Total FY 2016 Direct Program			80,938
Increases			
Pricing Increases			
Strength Related			1,341
Annualization of FY 2016 Pay Raise 1.3% (Effective 1 January 2016)		192	
Basic Pay	178		
FICA	14		
Increase due to Pay Raise of 1.6% (Effective 1 January 2017)		709	
Basic Pay	658		
FICA	51		
Inflation Rate		440	
Basic Allowance For Subsistence	440		
Other Pricing Increases			0
Increases due to Reimbursables			0
	Total Pricing Increases		1,341
Program Increases			
Strength Related			0
Other Program Increases			0
	Total Program Increases		0
Total Increases			1,341

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Midshipmen
(In Thousands of Dollars)

			Amount
Total FY 2016 Direct Program			80,938
Decreases			
Pricing Decreases			
Strength Related			0
Inflation Rate			
Other Pricing Decreases			0
Decreases due to Reimbursables			0
	Total Pricing Decreases		0
Program Decreases			
Strength Related			-699
		-699	
	Decrease in Basic Pay Work Years	-487	
	Decrease in FICA Work Years	-38	
	BAS	-174	
Other Program Decreases			0
	Total Program Decreases		-699
Total Decreases			-699
Total FY 2017 Direct Program			81,580

(In Thousands Of Dollars)

Project: Midshipmen

FY 2017 Estimate	\$81,580
FY 2016 Estimate	\$80,938
FY 2015 Actual	\$79,712

Part I - Purpose and Scope

Funds requested are to provide for basic pay under the provisions of 37 U.S.C. 203(c)(1); commuted rations allowance under the provisions of 37 U.S.C. 422; employer's contribution of FICA as provided by the Federal Insurance Contribution Act (26 U.S.C. 3101 and 3111); and nuclear accession bonus (37 U.S.C. 312b). 10 U.S.C. 6957 permits 60 persons above authorized strength to come from foreign countries to receive instruction.

Part II - Justification Of Funds Requested

Funds required are determined by applying statutory rates to the projected workyears. Funding has been provided to link midshipmen pay to 35 percent of Ensign (0-1) pay, as authorized by section 612 of the FY 2001 National Defense Authorization Act. Provision is made for a work year average of 4,324 in FY 2015, 4,337 in FY 2016 and 4,299 in FY 2017. Funding also provides for Submarine and Surface Nuclear Accession Bonuses.

Subsistence rates are \$12.20 per day effective January 2015; \$12.25 per day effective January 2016 and \$12.65 per day effective January 2017.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Pay - Cadet/Midshipmen	4,324	12,476.51	53,948	4,337	12,629.35	54,773	4,299	12,821.95	55,122
(2) Subsistence Allowance	4,324	4,379.26	18,936	4,337	4,478.90	19,425	4,299	4,580.45	19,691
(3) Social Security Tax Employer's contribution	4,324	951.20	4,113	4,337	966.11	4,190	4,299	980.88	4,217
(4) Nuclear Accession Bonus	181	15,000.00	2,715	170	15,000.00	2,550	170	15,000.00	2,550
Total Pay and Allowances of Midshipmen			79,712			80,938			81,580
Shortfall/Asset Adjustment						1,696			
Funded Level						79,242			

Budget Activity 4
Subsistence of Enlisted Personnel

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Subsistence of Enlisted Personnel
(In Thousands of Dollars)

			Amount
Total FY 2016 Direct Program			1,160,186
Increases			
Pricing Increases			
Strength Related			39,097
Inflation Rate		39,097	
BAS Growth Rate of 3.4%		30,099	
Change in BDFA Rate		8,998	
Increases due to Reimbursables			0
	Total Pricing Increases		39,097
Program Increases			
Strength Related			1,413
Work Years		1,413	
Change in SIK Operational Rations		37	
Change in SIK Other Messing		1,376	
	Total Program Increases		1,413
Total Increases			40,510

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Subsistence of Enlisted Personnel
(In Thousands of Dollars)

Decreases			
Pricing Decreases			
Strength Related			0
Inflation Rate			
Decreases due to Reimbursables		-161	-161
	Basic Allowance for Subsistence	-68	
	Subsistence-in-kind	-93	
	Total Pricing Decreases		-161
Program Decreases			
Strength Related			-24,835
Change in BAS Work Years		-10,714	-10,714
Work Years			-14,121
Change in BAS Collections		-6,252	
Change in SIK Work Years		-7,139	
Change in SIK Cash Collections		-730	
	Total Program Decreases		-24,835
Total Decreases			-24,996
Total FY 2017 Direct Program			1,175,700

(In Thousands Of Dollars)

Project: Basic Allowance For Subsistence

FY 2017 Estimate	\$1,183,656
FY 2016 Estimate	\$1,167,981
FY 2015 Actual	\$1,183,014

Part I - Purpose And Scope

The funds requested will provide all military members entitled to basic pay to have a continuous entitlement to Basic Allowance for Subsistence (BAS), as stipulated by law (Title 37 U.S.C. section 402) except when they are:

- (a) attending basic military training (boot camp) (those members in BMT will be provided government messing at no cost),
- (b) in excess leave status,
- (c) in an absent without leave status, unless the absence is excused as unavoidable, (Title 37U.S.C. section 503)

Subsistence-in-Kind

The funds requested will provide for Subsistence-In-Kind furnished active duty enlisted personnel (37 U.S.C), (10 U.S.C. 6081a), (10 U.S.C.6087). Funds are included for testing of new food items, for the replacement of emergency rations, and the rotation of operational rations. The additional cost of subsisting submarine enlisted personnel is included in supplemental allowances to identify the cost which is in excess of that required for surface ships. Funds to cover losses of subsistence inventories are also included.

Family Subsistence Supplemental Allowance (FSSA)

Section 604 of the FY 2001 National Defense Authorization Act required the Secretary of Defense to establish a program to pay a monthly supplemental allowance to members who qualify for food stamps using state income eligibility standards. The FY 2010 NDAA increased the maximum monthly amount from \$500 to \$1,100. The value of either the member's Basic Allowance for Housing (BAH) or the "in-kind" benefit for members residing in military housing must be included as income in determining eligibility. FY 2016 NDAA places limitation on eligibility for supplemental subsistence allowances to members serving outside of the United States and associated territory: After September 30, 2016 a member is eligible for supplemental subsistence allowance under this section only if the member is serving outside the United States, the Commonwealth of Puerto Rico, the United States Virgin Islands or Guam.

Part II - Justification Of Funds Requested

Section 603 of the FY 2001 National Defense Authorization Act (NDAA) repeals the transition of the Basic Allowance for Subsistence (BAS) program effective October 1, 2001, and increases the BAS rate in effect by the amount of increases in food costs, as determined by growth in the Department of Agriculture moderate food plan. Funds requested will provide all enlisted military members a BAS payment, except when they are attending basic military training (boot camp), or in a non-pay status.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Basic Allowance for Subsistence									
When Authorized to Mess Separately	264,376	4,383.93	1,159,006	263,727	4,418.37	1,165,243	261,371	4,532.16	1,184,575
When Rations-In-Kind Not Available	0		0	0		0	0		0
BAS II	393	8,767.86	3,446	391	8,836.74	3,455	387	9,064.32	3,508
Augmentation of Commuted Rations	0		0	0		0	0		0
Less Collections	0		(374,841)	0		(376,859)	0		(383,111)
Total Basic Allowance for Subsistence	264,769		787,611	264,118		791,839	261,758		804,972
(2) Subsistence-In-Mess									
Trainee/Non-Pay Status	6,398	3,763.64	24,080	6,022	3,859.75	23,243	5,267	3,959.11	20,853
Members Taking Meals In Mess	78,180	4,417.81	345,384	72,019	4,530.62	326,291	71,126	4,647.25	330,540
Total - (2)	84,578		369,464	78,041		349,534	76,393		351,393
(3) Operational Rations									
MREs	0		1,028	0		1,055	0		1,082
Unitized Rations	0		377	0		387	0		397
Other Package Operational Rations	0		0	0		0	0		0
Total - (3)	0		1,405	0		1,442	0		1,479
(4) Augmentation Rations/Other									
Augmentation Rations	0		0	0		0	0		0
Other Regionalization	0		0	0		0	0		0
Other Messing	0		52,107	0		53,437	0		54,813
Total - (4)	0		52,107	0		53,437	0		54,813

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(5)Less Cash Collections	0		(27,580)	0		(28,281)	0		(29,011)
Total (2)-(5)	84,578		395,396	78,041		376,132	76,393		378,674
Shortfall/Asset Adjustment						458,098			
Funded Level						429,817			
(6) Family Subsistence Supplemental Allowance	0		7	0		10	0		10
Shortfall/Asset Adjustment						6			
Funded Level						4			
Total Basic Allowance for Subsistence	349,347		1,183,014	342,159		1,167,981	338,151		1,183,656
Shortfall/Asset Adjustment						(52,884)			
Funded Level						1,220,865			

Budget Activity 5
Permanent Change of Station

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)

		Amount
Total FY 2016 Direct Program		919,406
Increases		
Pricing Increases		
Annualization of FY 2016 Pay Raise 1.3% (Effective 1 January 2016)		278
Dislocation Allowance	278	
Increase due to Pay Raise of 1.6% (Effective 1 January 2017)		1,024
Dislocation Allowance	1,024	
Permanent Change of Station (PCS) Travel - Officer		4,664
PCS: Accession Travel	413	
PCS: Training Travel	869	
PCS: Operational Travel	1,426	
PCS: Rotational Travel	1,391	
PCS: Separation Travel	506	
PCS: Travel of Organized Units	50	
In-Place Consecutive Overseas Tour (IPCOT)	9	
Permanent Change of Station (PCS) Travel - Enlisted		8,313
PCS: Accession Travel	892	
PCS: Training Travel	539	
PCS: Operational Travel	2,315	
PCS: Rotational Travel	2,705	
PCS: Separation Travel	1,458	
PCS: Travel of Organized Units	321	
In-Place Consecutive Overseas Tour (IPCOT)	40	
Overseas Tour Extension Incentives Program (OTEIP)	43	
Cadets/Midshipmen		9
PCS: Accession Travel	8	
PCS: Separation Travel	1	
Increases due to Reimbursables		0
Total Pricing Increases		14,288

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)

Program Increases

Permanent Change of Station (PCS) Travel - Officer		2,454
PCS: Separation Travel	2,114	
Nontemporary Storage	90	
Temporary Lodging Expense	115	
Defense Personal Property System (DPPS)	135	
Permanent Change of Station (PCS) Travel - Enlisted		306
Nontemporary Storage	134	
Temporary Lodging Expense	172	

Cadets/Midshipmen

	Total Program Increases	2,760
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Total Increases		17,048
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MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
PERMANENT CHANGE OF STATION TRAVEL
(In Thousands of Dollars)

Decreases

Pricing Decreases

Permanent Change of Station (PCS) Travel - Officer
Permanent Change of Station (PCS) Travel - Enlisted

Cadets/Midshipmen

Decreases due to Reimbursables

0

Total Pricing Decreases

0

Program Decreases

Permanent Change of Station (PCS) Travel - Officer

-73,392

PCS: Accession Travel

-50

PCS: Training Travel

-15,733

PCS: Operational Travel

-24,338

PCS: Rotational Travel

-32,304

PCS: Travel of Organized Units

-967

Permanent Change of Station (PCS) Travel - Enlisted

-121,727

PCS: Accession Travel

-5,146

PCS: Training Travel

-7,904

PCS: Operational Travel

-45,715

PCS: Rotational Travel

-57,362

PCS: Separation Travel

-215

PCS: Travel of Organized Units

-5,385

Cadets/Midshipmen

-28

PCS: Accession Travel

-26

PCS: Separation Travel

-2

Total Program Decreases

-195,147

Total Decreases

-195,147

Total FY 2017 Direct Program

741,307

MILITARY PERSONNEL, NAVY
SUMMARY OF MOVE REQUIREMENTS
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1) Accession Travel	44,012	94,648	39,561	90,083	35,958	86,265
(2) Training Travel	12,163	87,179	12,858	91,426	9,646	69,408
(3) Operational Travel	26,199	235,228	28,491	258,743	20,197	193,232
(4) Rotational Travel	31,986	339,604	30,786	324,755	21,630	240,007
(5) Separation Travel	40,956	119,577	39,081	123,400	39,225	127,328
(6) Travel of Organized Units	8,588	41,533	6,414	30,999	4,712	25,067
Total Obligations		917,769		919,406		741,307
Less Reimbursables						
Total Direct Obligations		917,769		919,406		741,307

MILITARY PERSONNEL, NAVY
SUMMARY OF MOVE REQUIREMENTS BY TYPES OF COST
(In Thousands of Dollars)

	FY 2015		FY 2016		FY 2017	
	No.Moves	Amount	No.Moves	Amount	No.Moves	Amount
(1)Travel of Military Members						
(A) Mileage and Per Diem	149,460	134,243	143,329	133,304	119,518	108,894
(B) MAC	12,594	19,867	12,078	19,728	10,071	16,115
(C) Commercial Air	32	15	31	15	26	13
Total (1)	162,086	154,125	155,438	153,047	129,615	125,022
(2)Travel of Dependents						
(A) Mileage	45,183	44,105	43,858	44,090	34,696	34,456
(B) MAC	4,550	9,730	4,416	9,727	3,494	7,602
(C) Commercial Air	155	555	150	555	119	433
Total (2)	49,888	54,390	48,424	54,372	38,309	42,491
(3)Transportation of Household Goods						
(A) M Tons – MSC	426	52	422	53	336	43
(B) S Tons – MAC	3,365	30,986	3,333	31,450	2,650	25,529
(C) Household Goods Land	59,084	252,219	58,528	255,995	46,541	207,801
(D) ITGBL	14,941	179,188	14,801	181,870	11,769	147,631
(E) Commercial Air	7,369	59,208	7,299	60,094	5,804	48,781
Total (3)	85,185	521,653	84,383	529,462	67,100	429,785
(4)Dislocation Allowance	41,858	84,201	41,975	85,357	30,000	62,128
(5)Trailer Allowance	101	16	87	14	93	15
(6)Global POV	16,748	61,657	15,849	56,113	11,120	40,087
(7)DPSS		7,544		7,500		7,635
(8)Non-Temporary Storage		12,588		12,462		12,686
(9)Temporary Lodging Expense	15,121	16,051	19,140	15,938	14,365	16,225
(10)IPCOT / OTEIP	1,818	5,544	1,753	5,141	1,753	5,233
Total - Obligations	357,684	917,769	347,909	919,406	277,990	741,307
Less Reimbursables						
Total Direct Obligations		917,769		919,406		741,307

(In Thousands of Dollars)

Project: Accession Travel

FY 2017 Estimate	86,265
FY 2016 Estimate	90,083
FY 2015 Actual	94,648

Part I - Purpose And Scope

(A) Officers. Covers PCS movements of (1) officers appointed to a commissioned grade from civil life, military academies or ROTC/NROTC, Reserve and national Guard officers called or recalled to extended active duty from home or a point to where orders were received to first permanent duty station or training school of 20 weeks or more duration and (2) officers or warrant officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of 20 weeks or more duration. (Includes officers appointed from enlisted status upon graduation from Officer Candidate School (OCS), Officer Training School (OTS), or basic flying training.)

(B) Enlisted. Covers PCS movements of: enlistees, reenlistees, and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more duration; and recalled enlisted reservists from home to first permanent duty station or training school of twenty weeks or more duration.

(C) Midshipmen. Covers PCS movements of (1) individuals selected as academy midshipmen upon entry into the academies and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

Part II - Justification of Funds Requested

PCS moves for members entering active duty. Accession moves are directly related to the number of personnel entering or returning to active naval service. The planned number of personnel to be accessed is determined by the number of personnel who are expected to separate from active naval service and by planned increases or decreases in personnel strength in a given fiscal year. Average rates are based on statistical data, ratios and percentages that have been generated from actual PCS moves during prior accounting periods adjusted for projected cost increases/decreases.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,860	1,099.91	5,346	4,279	1,113.11	4,763	4,250	1,133.15	4,816
(2) Travel of Dependents	1,205	1,122.00	1,352	1,171	1,135.46	1,330	1,163	1,155.90	1,344

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,855	5,829.00	16,642	2,778	5,898.95	16,387	2,759	6,005.13	16,568
(B) Overseas			6,791			7,398			7,531
Total (3)	2,855		23,433	2,778		23,785	2,759		24,099
(4) Dislocation Allowance	1,793	2,328.18	4,174	1,579	2,356.70	3,721	1,568	2,392.64	3,752
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	107	3,849.23	412	94	3,702.96	348	94	3,773.32	355
(B) Partial Service	23	3,214.01	74	20	3,091.88	62	20	3,150.63	63
Total (6)	130		486	114		410	114		418
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			150			149			151
(9) Temporary Lodging Expense	802	669.44	537	706	754.67	533	701	774.07	543
Total - Officer	10,843		35,478	9,921		34,691	9,854		35,123
Enlisted									
(1) Travel of Military Member	37,966	757.38	28,755	34,112	766.47	26,146	30,600	780.27	23,876
(2) Travel of Dependents	2,450	694.00	1,700	2,291	702.33	1,609	2,056	714.97	1,470
(3) Transportation of Household Goods									
(A) Land/ITGBL	5,741	4,012.00	23,033	5,338	4,060.14	21,673	4,789	4,133.22	19,794
(B) Overseas			3,733			4,065			4,138
Total (3)	5,741		26,766	5,338		25,738	4,789		23,932

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	190	2,004.73	381	171	2,029.29	347	153	2,060.24	315
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	9	4,210.81	38	8	4,050.80	32	8	4,127.77	33
(B) Partial Service	4	3,490.56	14	4	3,357.92	13	3	3,421.72	10
Total (6)	13		52	12		45	11		43
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			227			224			227
(9) Temporary Lodging Expense	682	1,180.40	805	613	1,305.60	800	550	1,480.89	814
Total - Enlisted	47,042		58,686	42,537		54,909	38,159		50,677
Midshipmen									
(1) Travel of Military Member									
Midshipmen	1,186	407.70	484	1,170	412.59	483	1,108	420.02	465
Total - Midshipmen	1,186		484	1,170		483	1,108		465
Total PCS: Accession Travel	59,071		94,648	53,628		90,083	49,121		86,265
				Less: NTS & TLE		(1,706)			
						88,377			
Shortfall/Asset Adjustment						(272)			
Funded Level						88,649			

(In Thousands of Dollars)

Project: Training Travel

FY 2017 Estimate	69,408
FY 2016 Estimate	91,426
FY 2015 Actual	87,179

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of: (1) officers and warrant officers from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; (2) and officer and warrant officer school graduates and eliminates from school to their next permanent CONUS duty station (excludes academy graduates, OCS, NROTC graduates and others chargeable to accession travel).

(B) Enlisted. Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other courses of instruction, or 20 weeks duration or more; (2) enlisted school graduates and eliminates from school to their next CONUS permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

Part II - Justification of Funds Requested

Estimates are based on planned training input for officer and enlisted personnel, necessary to maintain needed skill levels and educational requirements.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,262	1,686.85	7,189	4,326	1,706.51	7,382	3,104	1,737.82	5,394
(2) Travel of Dependents	1,789	1,643.66	2,941	1,816	1,663.38	3,021	1,303	1,693.32	2,206
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,516	10,374.84	36,478	3,569	10,499.34	37,472	2,561	10,688.33	27,373
(B) Overseas			241			242			240
Total (3)	3,516		36,719	3,569		37,714	2,561		27,613

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	2,830	2,303.79	6,520	2,872	2,332.01	6,698	2,061	2,367.57	4,880
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	31	3,801.24	118	31	3,656.79	113	22	3,726.27	82
(B) Partial Service	9	3,256.50	29	9	3,132.75	28	6	3,192.27	19
Total (6)	40		147	40		141	28		101
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			185			184			187
(9) Temporary Lodging Expense	1,547	676.31	1,046	1,570	661.21	1,038	1,547	683.42	1,057
Total - Officer	13,984		54,747	14,193		56,178	10,604		41,438
Enlisted									
(1) Travel of Military Member	7,901	1,601.77	12,656	8,532	1,620.70	13,828	6,542	1,650.17	10,795
(2) Travel of Dependents	1,091	1,463.52	1,597	1,179	1,481.08	1,746	904	1,507.74	1,363
(3) Transportation of Household Goods									
(A) Land/ITGBL	2,306	5,611.17	12,939	2,491	5,678.50	14,145	1,910	5,780.71	11,041
(B) Overseas			125			129			128
Total (3)	2,306		13,064	2,491		14,274	1,910		11,169

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	1,541	2,075.25	3,198	1,664	2,100.67	3,496	1,276	2,132.71	2,721
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	16	4,382.53	70	17	4,215.99	72	13	4,296.09	56
(B) Partial Service			0			0			0
Total (6)	16		70	17		72	13		56
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			278			275			280
(9) Temporary Lodging Expense	896	1,751.82	1,569	967	1,609.85	1,557	896	1,770.09	1,586
Total - Enlisted	13,751		32,432	14,850		35,248	11,541		27,970
Total PCS: Training Travel	27,735		87,179	29,043		91,426	22,145		69,408
				Less: NTS & TLE		(3,054)			
						88,372			
Shortfall/Asset Adjustment						(11,521)			
Funded Level						99,893			

(In Thousands of Dollars)

Project: Operational Travel

FY 2017 Estimate	193,232
FY 2016 Estimate	258,743
FY 2015 Actual	235,228

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of (1) officers, and warrant officers to and from permanent duty stations located within the United States; (2) officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and warrant officers who are interned, missing or captured when no transoceanic travel is involved.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel to and from permanent duty stations located within the United States; (2) enlisted personnel to and from permanent duty stations within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances, and privately owned vehicles of enlisted personnel who are interned, missing or captured when no transoceanic travel is involved.

Part II - Justification of Funds Requested

Operational moves are PCS moves for individuals going from one duty station to another without transoceanic travel (e.g., CONUS to CONUS or European to European). Operational moves also include individuals reassigned within a given theater resulting from force structure changes. Operational moves are used to balance grade and skill inventories with vacancies. Average rates are based on statistical data that have been generated from actual PCS moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	5,960	1,438.96	8,576	6,736	1,456.23	9,809	4,987	1,482.44	7,393
(2) Travel of Dependents	3,826	1,297.07	4,963	4,324	1,312.63	5,676	3,201	1,336.26	4,277
(3) Transportation of Household Goods									
(A) Land/ITGBL	4,589	12,083.33	55,450	5,187	12,228.33	63,428	3,840	12,448.44	47,802
(B) Overseas			386			400			396
Total (3)	4,589		55,836	5,187		63,828	3,840		48,198

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	4,841	2,326.66	11,263	5,471	2,355.16	12,885	4,051	2,391.08	9,686
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	54	3,870.42	209	61	3,723.34	227	45	3,794.08	171
(B) Partial Service	17	3,256.50	55	19	3,132.75	60	14	3,192.27	45
Total (6)	71		264	80		287	59		216
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			663			656			668
(9) Temporary Lodging Expense	1,948	1,393.74	2,715	2,201	1,224.82	2,696	1,630	1,684.05	2,745
Total - Officer	21,235		84,280	23,999		95,837	17,768		73,183
Enlisted									
(1) Travel of Military Member	20,239	1,276.43	25,834	21,755	1,291.75	28,102	15,210	1,315.00	20,001
(2) Travel of Dependents	8,000	1,114.57	8,917	8,599	1,127.94	9,699	6,012	1,148.24	6,903
(3) Transportation of Household Goods									
(A) Land/ITGBL	11,605	7,137.09	82,826	12,474	7,222.74	90,096	8,722	7,352.75	64,131
(B) Overseas			1,051			1,070			1,059
Total (3)	11,605		83,877	12,474		91,166	8,722		65,190
(4) Dislocation Allowance	10,628	1,794.29	19,070	11,424	1,816.27	20,749	7,987	1,843.97	14,728
(5) Trailer Allowance			0			0			0

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	161	3,223.94	519	173	3,101.43	537	121	3,160.36	382
(B) Partial Service	39	3,089.60	120	42	2,972.20	125	30	3,028.67	91
Total (6)	200		639	215		662	151		473
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			994			984			1,002
(9) Temporary Lodging Expense	3,946	1,032.29	4,073	4,241	953.52	4,044	2,965	1,388.40	4,117
Total - Enlisted	54,618		143,404	58,708		155,406	41,047		112,414
Total PCS: Operational Travel	75,853		227,684	82,707		251,243	58,815		185,597
(10) Defense Personal Property System			7,544			7,500			7,635
Total PCS: Operational Travel w/ DPPS	75,853		235,228	82,707		258,743	58,815		193,232
				Less: NTS & TLE		(8,380)			
				Less: DPPS		(7,500)			
						242,863			
Shortfall/Asset Adjustment						(6,880)			
Funded Level						249,743			

(In Thousands of Dollars)

Project: Rotational Travel to and from Overseas

FY 2017 Estimate	240,007
FY 2016 Estimate	324,755
FY 2015 Actual	339,604

Part I - Purpose And Scope

(A) Officers. Covers PCS movements of (1) officers and warrant officers from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) officers and warrant officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, mission or captured when transoceanic travel is involved.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS, or training of 20 weeks or more duration; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects and privately owned vehicles of officers and warrant officers who are interned, mission or captured when transoceanic travel is involved.

Part II - Justification of Funds Requested

Rotational travel moves are moves for personnel going from CONUS to an overseas assignment, or returning from an overseas assignment to CONUS. Rotational moves are a function of overseas strength in accompanied (long tour) areas and in unaccompanied (short tour) areas. Average rates are based on statistical data that have been generated from actual moves during prior accounting periods adjusted for projected price changes.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	7,011	1,577.41	11,059	6,396	1,596.34	10,210	4,202	1,625.07	6,829
(2) Travel of Dependents	4,494	1,637.02	7,357	4,100	1,656.66	6,792	2,694	1,686.48	4,543
(3) Transportation of Household Goods									
(A) Land/ITGBL	6,940	6,488.94	45,033	6,331	6,566.81	41,574	4,160	6,685.01	27,810
(B) Overseas			15,074			14,370			12,800
Total (3)	6,940		60,107	6,331		55,944	4,160		40,610

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	5,517	2,326.09	12,833	5,033	2,354.58	11,851	3,306	2,390.49	7,903
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	4,229	3,859.69	16,323	3,858	3,713.02	14,325	2,535	3,783.57	9,591
(B) Partial Service	1,167	3,214.55	3,751	1,064	3,092.40	3,290	699	3,151.16	2,203
Total (6)	5,396		20,074	4,922		17,615	3,234		11,794
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			2,521			2,496			2,541
(9) Temporary Lodging Expense	2,021	1,011.48	2,044	1,844	1,100.87	2,030	1,211	1,705.81	2,066
Total - Officer	31,379		115,995	28,626		106,938	18,807		76,286
Enlisted									
(1) Travel of Military Member	23,157	1,032.67	23,914	22,637	1,045.06	23,657	15,675	1,063.87	16,676
(2) Travel of Dependents	10,417	1,310.83	13,655	10,183	1,326.56	13,508	7,051	1,350.44	9,522
(3) Transportation of Household Goods									
(A) Land/ITGBL	22,924	3,477.30	79,714	22,410	3,519.03	78,861	15,518	3,582.37	55,591
(B) Overseas			36,516			34,740			30,952
Total (3)	22,924		116,230	22,410		113,601	15,518		86,543
(4) Dislocation Allowance	12,618	1,820.57	22,972	12,334	1,842.87	22,730	8,541	1,870.97	15,980
(5) Trailer Allowance			0			0			0

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	7,325	3,820.68	27,986	7,160	3,675.49	26,317	4,958	3,745.32	18,569
(B) Partial Service	2,040	3,166.66	6,460	1,994	3,046.33	6,074	1,381	3,104.21	4,287
Total (6)	9,365		34,446	9,154		32,391	6,339		22,856
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			3,782			3,744			3,811
(9) Temporary Lodging Expense	2,647	1,158.29	3,066	6,525	466.69	3,045	4,518	686.14	3,100
Total - Enlisted	104,052		218,065	105,653		212,676	73,160		158,488
(10) In-Place Consecutive Overseas Tour									
Officer	91	5,679.09	517	93	5,564.63	518	93	5,664.79	527
Enlisted	641	4,067.40	2,607	600	3,719.58	2,232	600	3,786.53	2,272
(11) Overseas Tour Extension Incentive Program (OTEIP)									
Enlisted	1,086	2,228.58	2,420	1,060	2,255.32	2,391	1,060	2,295.92	2,434
Total PCS: Rotational Travel w/ IPCOT	137,249		339,604	136,032		324,755	93,720		240,007
				Less: NTS & TLE		(11,315)			
				Less: IPCOT/OTEIP		(5,141)			
						308,299			
Shortfall/Asset Adjustment						35,516			
Funded Level						272,783			

(In Thousands of Dollars)

Project: Separation Travel	FY 2017 Estimate	127,328
	FY 2016 Estimate	123,400
	FY 2015 Actual	119,577

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of (1) officers and warrant officers upon release or separation from the Service from last permanent duty station to home of record or point of entry into service, or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances, and personal effects of officers and warrant officers who are deceased.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel upon release or separation from the Service from last permanent duty station to home of record or point of entry into service or to home of selection when authorized by law; and (2) dependents, household goods, trailer allowances and personal effects of enlisted personnel who are deceased.

(C) Cadets and Midshipmen. Covers PCS movement of eliminated academy cadets/midshipmen to home of record or point of entry into service.

Part II - Justification of Funds Requested

Estimates are based on planned personnel losses.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	4,863	762.51	3,708	4,169	771.66	3,217	4,471	785.55	3,512
(2) Travel of Dependents	2,334	807.98	1,886	2,001	817.68	1,636	2,146	832.40	1,786
(3) Transportation of Household Goods									
(A) Land/ITGBL	3,265	6,585.25	21,501	3,393	6,664.27	22,612	3,639	6,784.23	24,688
(B) Overseas			1,852			2,466			2,510
Total (3)	3,265		23,353	3,393		25,078	3,639		27,198
(4) Dislocation Allowance	1	1,903.43	2	1	1,926.75	2	1	1,956.13	2
(5) Trailer Allowance	101	161.74	16	87	163.68	14	93	166.63	15

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	161	3,741.08	602	138	3,598.92	497	148	3,667.30	543
(B) Partial Service	32	3,125.36	100	27	3,006.60	81	29	3,063.73	89
Total (6)	193		702	165		578	177		632
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			1,467			1,452			1,478
(9) Temporary Lodging Expense			0			0			0
Total - Officer	10,757		31,134	9,816		31,977	10,527		34,623
Enlisted									
(1) Travel of Military Member	35,984	665.18	23,936	34,780	673.16	23,413	34,627	685.28	23,729
(2) Travel of Dependents	9,532	839.93	8,006	9,213	850.01	7,831	9,173	865.31	7,937
(3) Transportation of Household Goods									
(A) Land/ITGBL	15,696	2,910.12	45,677	16,120	2,945.04	47,474	16,049	2,998.05	48,116
(B) Overseas			6,223			8,282			8,431
Total (3)	15,696		51,900	16,120		55,756	16,049		56,547
(4) Dislocation Allowance	35	1,770.19	62	33	1,791.87	59	33	1,819.20	60
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	504	3,679.75	1,855	487	3,539.92	1,724	485	3,607.18	1,749
(B) Partial Service	143	3,068.91	439	138	2,952.29	407	137	3,008.38	412
Total (6)	647		2,294	625		2,131	622		2,161

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			2,200			2,178			2,217
(9) Temporary Lodging Expense			0			0			0
Total - Enlisted	61,894		88,398	60,771		91,368	60,504		92,651
Midshipmen									
(1) Travel of Military Member									
Midshipmen	109	410.14	45	132	415.06	55	127	422.53	54
Total - Midshipmen	109		45	132		55	127		54
Total PCS: Separation Travel	72,760		119,577	70,719		123,400	71,158		127,328
				Less: NTS & TLE		(3,630)			
						119,770			
Shortfall/Asset Adjustment						(1,147)			
Funded Level						120,917			

(In Thousands of Dollars)

Project: Travel Of Organized Units

FY 2017 Estimate	25,067
FY 2016 Estimate	30,999
FY 2015 Actual	41,533

Part I - Purpose And Scope

(A) Officer. Covers PCS movements of (1) officers and warrant officers directed to move as members of an organized unit movement; and (2) officer and warrant officer fillers and replacements directed to move as part of the unit move.

(B) Enlisted. Covers PCS movements of (1) enlisted personnel directed to move as members of an organized unit movement; and (2) enlisted fillers and replacements directed to move as part of the unit move.

Part II - Justification of Funds Requested

Organized Unit Travel is required to support changes in force structure that realign forces to correct imbalances of support, command and/or control units and to maintain unit tactical integrity.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer									
(1) Travel of Military Member	672	422.01	284	502	427.07	214	368	434.76	160
(2) Travel of Dependents	502	447.12	224	375	452.49	170	275	460.63	127
(3) Transportation of Household Goods									
(A) Land/ITGBL	583	4,887.09	2,849	435	4,945.74	2,151	319	5,034.76	1,606
(B) Overseas			1,785			1,498			1,482
Total (3)	583		4,634	435		3,649	319		3,088

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(4) Dislocation Allowance	433	2,410.42	1,044	324	2,439.95	791	237	2,477.16	587
(5) Trailer Allowance			0			0			0
(6) Global POV									
(A) Full Service	53	3,893.64	206	39	3,745.68	146	29	3,816.85	111
(B) Partial Service	16	3,052.97	49	12	2,936.96	35	9	2,992.76	27
Total (6)	69		255	51		181	38		138
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			49			48			49
(9) Temporary Lodging Expense	89	875.81	78	67	1,164.18	78	49	1,619.81	79
Total - Officer	2,348		6,568	1,754		5,131	1,286		4,228
Enlisted									
(1) Travel of Military Member	7,916	295.50	2,339	5,912	299.05	1,768	4,344	304.43	1,322
(2) Travel of Dependents	4,248	421.95	1,792	3,172	427.01	1,354	2,331	434.70	1,013
(3) Transportation of Household Goods									
(A) Land/ITGBL	5,165	3,323.01	17,163	3,857	3,362.89	12,971	2,834	3,423.42	9,702
(B) Overseas			8,571			5,958			5,896
Total (3)	5,165		25,734	3,857		18,929	2,834		15,598
(4) Dislocation Allowance	1,431	1,874.14	2,682	1,069	1,897.10	2,028	786	1,926.03	1,514
(5) Trailer Allowance			0			0			0

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(6) Global POV									
(A) Full Service	475	3,804.55	1,807	355	3,659.98	1,299	261	3,729.52	973
(B) Partial Service	133	3,164.11	421	99	3,043.87	301	73	3,101.70	226
Total (6)	608		2,228	454		1,600	334		1,199
(7) Cargo Operations ((HHG), M, TONS)			0			0			0
(8) Non-Temporary Storage			73			73			74
(9) Temporary Lodging Expense	543	215.44	117	406	286.00	116	298	399.30	119
Total - Enlisted	19,911		34,965	14,870		25,868	10,927		20,839
Total PCS: Travel of Organized Units	22,259		41,533	16,624		30,999	12,213		25,067
				Less: NTS & TLE		(315)			
						30,684			
Shortfall/Asset Adjustment						(284)			
Funded Level						30,968			

Budget Activity 6
Other Military Personnel Costs

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Other Military Personnel Costs
(In Thousands of Dollars)

			Amount
Total FY 2016 Direct Program			156,118
Increases			
Pricing Increases			
Unemployment Benefits			1,097
	Unemployment Compensation	1,097	
Mass Transportation			1,034
	National Capital Region	529	
	Outside National Capital Region	505	
Senior ROTC (Non-Scholarship Program)			22
	Uniform, Issue-In-Kind	10	
	Uniforms, Commutations-in-Lieu	9	
	Pay & Allowances	3	
Senior ROTC (Scholarship Program)			106
	Uniform, Issue-In-Kind	49	
	Uniforms, Commutations-in-Lieu	9	
	Pay & Allowances	46	
	Subsistence of Reserve Officer Candidates	2	
Junior ROTC			369
	Uniforms, Issue-in-Kind	369	
Increases due to Reimbursables			0
	Total Pricing Increases		2,628

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Other Military Personnel Costs
(In Thousands of Dollars)

Program Increases

Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners			1
Apprehension		1	
Interest On Uniformed Services Savings Deposit			19
Interest		19	
Adoption Expenses			4
Adoption Expenses		4	
Senior ROTC (Non-Scholarship Program)			195
Stipend		78	
Uniform, Issue-In-Kind		115	
Uniforms, Commutations-in-Lieu		2	
Junior ROTC			1,038
Uniforms, Issue-in-Kind		1,038	
Total Program Increases			1,257

Total Increases

3,885

MILITARY PERSONNEL, NAVY
SCHEDULE OF INCREASES AND DECREASES
Other Military Personnel Costs
(In Thousands of Dollars)

Decreases

Pricing Decreases:

Decreases due to Reimbursables		0
Total Pricing Decreases		0

Program Decreases

Unemployment Benefits		-1,683
Unemployment Compensation	-1,683	
Education Benefits (Amortization Payments)		-2,915
Unfunded liability	-2,915	
Senior ROTC (Non-Scholarship Program)		-70
Pay & Allowances	-40	
Subsistence of Reserve Officer Candidates	-26	
SROTC Foreign Language SPB	-4	
Senior ROTC (Scholarship Program)		-1,305
Stipend	-800	
Uniform, Issue-In-Kind	-96	
Uniforms, Commutations-in-Lieu	-32	
Pay & Allowances	-283	
Subsistence of Reserve Officer Candidates	-54	
SROTC Foreign Language SPB	-40	
Total Program Decreases		-5,973

Total Decreases		-5,973
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Total FY 2017 Direct Program		154,030
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(In Thousands of Dollars)

Project: Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	FY 2017 Estimate	\$71
	FY 2016 Estimate	\$70
	FY 2015 Actual	\$69

Part I - Purpose And Scope

Funds requested provide for expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners; and for their delivery to military control, including the cost of subsistence furnished during the period an enlisted member is detained in civil confinement for safekeeping when so requested by military authority; costs of rewards and reimbursement for expenses incurred; and cost of transportation, lodging and subsistence of a guard sent in pursuit of an absentee member.

Part II - Justification of Funds Requested

Prior year costs are utilized as the basis for developing estimates. Estimates reflect rewards of \$50.00 for apprehension and \$75.00 for apprehension and return to military control. Estimates also reflect financial responsibility for guard/escort travel in connection with the member's further return to permanent duty station.

The following estimates are provided:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Apprehension	0		69	0		70	0		71
Total Apprehension Of Military Deserters, Absentees And Escaped Military Prisoners	0		69	0		70	0		71
Shortfall/Asset Adjustment						11			
Funded Level						59			

(In Thousands Of Dollars)

Project: Interest On Uniformed Services Savings Deposit	FY 2017 Estimate	\$1,060
	FY 2016 Estimate	\$1,041
	FY 2015 Actual	\$1,029

Part I - Purpose And Scope

Funds requested will provide payment of interest for service members participating in the Servicemen's Savings Deposit Program under the provisions of P.L. 8-586, 10 U.S.C. 1035 and DOD FMR 7A, Ch 51.

The Servicemen's Savings Deposit Program was reinstated for participants in Operation Desert Shield/Storm and those serving in the area of Operations Joint Endeavor, Joint Forge, Enduring Freedom, and Iraqi Freedom. This program allows members to deposit up to \$10,000 of their allotted pays into the savings program and be reimbursed up to 10% interest on all deposits.

Part II - Justification Of Funds Requested

The following estimates are provided:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Interest	0		1,029	0		1,041	0		1,060
Total Interest On Uniformed Services Savings Deposit	0		1,029	0		1,041	0		1,060
Shortfall/Asset Adjustment						(329)			
Funded Level						1,370			

(In Thousands of Dollars)

Project: Death Gratuities

FY 2017 Estimate	\$13,500
FY 2016 Estimate	\$13,500
FY 2015 Actual	\$14,422

Part I - Purpose and Scope

Funds requested will provide for payment of death gratuities to beneficiaries of military personnel pursuant to 10 U.S.C. 1475-1480 as amended by H.R. 1281, dated March 22,1991. Section 643 of the National Defense Authorization Act for Fiscal Year 2005 indexed the value of death gratuity payments to annual increases in basic pay. The rate increased to \$12,420 effective January 1, 2004. An Enhanced Death Gratuity of \$88,000 was created by Public Law 109-13 for retroactive payment of death benefits that meet specific date and circumstance criteria outlined in 10 U.S.C. 1478. 38 U.S.C. 1967 authorizes a new \$150,000 Combat Addition to SGLI beginning September 1, 2005. The FY 2006 National Defense Authorization Act increased death gratuity benefits for all personnel to \$100,000 per death.

Part II - Justification of Funds Requested

Fund requirements are based on actual experience as to the number of deaths, multiplied by the death gratuity payment.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Death Gratuities									
Officer	17	100,000.00	1,700	16	100,000.00	1,600	16	100,000.00	1,600
Enlisted	126	99,380.91	12,522	117	100,000.00	11,700	117	100,000.00	11,700
Cadets/Midshipmen	2	100,000.00	200	2	100,000.00	200	2	100,000.00	200
Total Death Gratuities	145		14,422	135		13,500	135		13,500
Shortfall/Asset Adjustment						(4,300)			
Funded Level						17,800			

(In Thousands Of Dollars)

Project: Unemployment Benefits

FY 2017 Estimate	\$78,956
FY 2016 Estimate	\$79,542
FY 2015 Actual	\$86,301

Part I - Purpose And Scope

Funds requested are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as prescribed in paragraph (1) of section 8521(a) of Title 5, United States Code as amended by Section 301, P.L. 102-164. Generally, eligibility is defined as active service in the armed forces where upon an individual was discharged under honorable conditions and had completed their first full term of active service; or was discharged before completing their first term under an early release program, because of hardship, for medical reasons, or for personality disorders, or inaptitude (but only if the service was continuous for 365 days or more).

The number of individuals eligible for unemployment benefits payable in a benefit year is based on estimated losses, factored to exclude retirements for other than honorable conditions as defined by section 8521(a) of Title 5, U.S. Code, as amended.

Part II - Justification Of Funds Requested

Computation of funds requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Unemployment Compensation	17,180	5,023.35	86,301	15,189	5,236.80	79,542	14,872	5,309.04	78,956
Total Unemployment Benefits	17,180		86,301	15,189		79,542	14,872		78,956
Shortfall/Asset Adjustment						6,887			
Funded Level						72,655			

(In Thousands of Dollars)

Project: Education Benefits (Amortization Payments)

FY 2017 Estimate	\$16,505
FY 2016 Estimate	\$19,420
FY 2015 Actual	\$20,406

Part I - Purpose And Scope

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. Title 38 U.S.C. Chapter 30 section 3011 governs this program. The program funds additional and supplemental benefit payments above the basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals are made by the Veterans Administration from funds transferred from the trust account.

Part II - Justification of Funds Requested

Public Law 101-510 allows service members who were on active duty 30 September 1990 and involuntarily separated after 3 February 1991, the opportunity to enroll in the Montgomery G. I. Bill. The FY 1998 Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery G. I. Bill as a result of changes in the law. The services will be required to make additional contributions to the DOD educational benefits fund.

The following estimate is provided:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Involuntary Separatees	0		167	0		222	0		222
(2)Unfunded liability	0		20,239	0		19,198	0		16,283
Total Education Benefits (Amortization Payments)	0		20,406	0		19,420	0		16,505
Shortfall/Asset Adjustment						56			
Funded Level						19,364			

(In Thousands Of Dollars)

Project: Adoption Expenses

FY 2017 Estimate	\$250
FY 2016 Estimate	\$246
FY 2015 Actual	\$243

Part I - Purpose And Scope

Funds requested will provide reimbursement for qualifying adoption expenses under the provisions of Title 10 U.S.C. Chapter 53, Section 1052.

All active duty individuals who initiate adoption proceedings are eligible to receive reimbursement for expenses related to the adoption of children less than 18 years of age. Reimbursement, which is made only after the adoption is final, is limited to not more than \$2,000 to a member of the armed forces or, to two such members who are spouses of each other, for expenses incurred in the adoption of a child. A maximum of not more than \$5,000 in any calendar year may be paid to any member or two such members who are spouses.

Part II - Justification Of Funds Requested

The following estimate is provided:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Adoption Expenses	0		243	0		246	0		250
Total Adoption Expenses	0		243	0		246	0		250
Shortfall/Asset Adjustment						(19)			
Funded Level						265			

(In Thousands Of Dollars)

Project: Mass Transportation

FY 2017 Estimate	\$8,434
FY 2016 Estimate	\$7,400
FY 2015 Actual	\$4,299

Part I - Purpose And Scope

Executive Order 13150 on federal workforce transportation, dated April 21, 2000, requires that by no later than October 1, 2000, federal agencies shall implement a transit pass fringe benefit program for qualified federal employees in the National Capital Region (NCR). Washington Headquarters Service (WHS) has been designated to run the within NCR transit pass program for DOD and has been working closely with the Department of Transportation to ensure that costs will be identified to the major command level. In addition, funding is being provided for a transit pass fringe program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

Part II - Justification Of Funds Requested

Under this program, participating employees will receive, in addition to their current compensation, "transit passes" in amounts equal to personal commuting costs, not to exceed \$65 per month (26 U.S.C. 132(f)(2)). The rate was increased to \$120 per month effective 1 January 2009. The rate was temporarily increased to \$230 per month effective 1 March 2009 through 31 December 2011 as part of the American Recovery and Reinvestment Act of 2009. FY 2012 is based on the rate returning to \$125 per month effective January 2012. On January 11, 2013, the IRS adjusted the maximum allowed transit subsidy up to \$245 for 2013. In FY 2013, the transit rate reflects the updated guidance received to increase the transit subsidy to \$245 per month, effective 1 January 2013. The FY 2014 rate reflects the benefit decreasing to \$130 per month effective 1 January 2014.

Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26, USC, § 132(f)(6), the IRS Code. The monthly cap within the NCR of \$255 is effective February 2016. Future monthly increases will be based upon the application of the IRS inflation adjustment factor to the existing monthly rate, but is subject to publication of revisions to the IRS Code each year. FY 2017 caps the monthly rate at \$255 until the IRS Code is modified to raise the monthly rate.

Computation of fund requirements is provided in the following table.

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)National Capital Region	1,409	1,560.00	2,198	1,409	2,685.00	3,783	1,409	3,060.00	4,312
(2)Outside National Capital Region	1,347	1,560.00	2,101	1,347	2,685.00	3,617	1,347	3,060.00	4,122
Total Mass Transportation	2,756		4,299	2,756		7,400	2,756		8,434
Shortfall/Asset Adjustment						2,407			
Funded Level						4,993			

(In Thousands Of Dollars)

Project: Partial Dislocation Allowance

FY 2017 Estimate \$30
 FY 2016 Estimate \$30
 FY 2015 Actual \$30

Part I - Purpose And Scope

Section 634 of the FY 2002 National Defense Authorization Act provided for a new element of compensations for certain members. This partial dislocation allowance is paid to a member ordered to occupy or vacate Government family-type quarters due to privatization, renovation or any other reason for the convenience of the Government other than a permanent change of station (PCS) move. Members are not entitled to the allowance for local moves from government quarters upon separation/retirement, change in family size/status or due to member's misconduct.

Part II - Justification Of Funds Requested

JFTR U5630 B15 outlines the Partial DLA requirements and states that participating members will receive a one-time payment when they receive orders to vacate government family style quarters. The FY 2002 NDAA section 1009 specifies that the rate increases shall be indexed to the annual increases in basic pay. Effective January 1, 2015, the partial DLA payment was set at \$708.86.

The following estimate is provided:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Partial Dislocation Allowance									
Officer	10	708.86	7	10	717.54	7	10	726.87	7
Enlisted	32	708.86	23	32	717.54	23	32	726.87	23
Cadets/Midshipmen			0			0			0
Total Partial Dislocation Allowance	42		30	42		30	42		30
Shortfall/Asset Adjustment						(5)			
Funded Level						35			

(In Thousands Of Dollars)

Project: Reserve Income Replacement	FY 2017 Estimate	\$0
	FY 2016 Estimate	\$0
	FY 2015 Actual	\$0

Part I - Purpose And Scope

Reserve Income Replacement Program (RIRP) (37 U.S.C. 910) -The FY 2006 NDAA authorized the payment to members of the reserves who are involuntarily mobilized and experiencing a monthly active duty income differential as a result of extended or frequent mobilizations.

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)Reserve Income Replacement	0		0	0		0	0		0
Total Reserve Income Replacement	0		0	0		0	0		0

(In Thousands Of Dollars)

Project: Service Group Life Insurance (SGLI)

FY 2017 Estimate	\$0
FY 2016 Estimate	\$0
FY 2015 Actual	\$5,900

Part 1: Purpose and Scope

The funds requested will provide for reimbursement payments to the Department of Veteran Affairs (VA) for military personnel deaths due to extra hazards of duty when actual mortality exceeds peacetime mortality (38 U.S.C. 1969). The FY 2007 NDAA section 606 authorized the payment of the full premium for SGLI for those serving in support of Operation Enduring Freedom/Operation Iraqi Freedom (OEF/OIF). On December 1, 2005, all members eligible for SGLI became insured for traumatic injury protection (T-SGLI) of up to \$100,000. T-SGLI was established under section 1032 of the FY2005 DOD Emergency Supplemental Appropriations for the Global War on Terror and Tsunami Relief (P.L 109-13) and is designed to provide financial assistance to service members during their recovery period between Oct. 7, SGLI premium was a payment of an SGLI refund legislated due to member entry into a Combat Zone, authorized in FY2007.

Part II - Justification Of Funds Requested

Funds requirements are based on the Veteran Affairs (VA) actuaries performance of a peacetime mortality study, based upon the most recent three years of service member claim experience.

The following estimate is provided:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1)SGLI Extra Hazard Payment	0		0	0		0	0		0
(2)SGLI Premium	0		4,572	0		0	0		0
(3)Traumatic Service Group Life Insurance (T-SGLI)	0		1,328	0		0	0		0
Total Service Group Life Insurance (SGLI)	0		5,900	0		0	0		0

Shortfall/Asset Adjustment

Funded Level

Project: Senior ROTC (Non-Scholarship Program)

FY 2017 Estimate	\$2,058
FY 2016 Estimate	\$1,911
FY 2015 Actual	\$1,282

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Senior program authorized by 10 U.S.C., 2101-2111. Designated applicants perform summer training at a Naval installation and receive indoctrination in various Naval Science courses to enable them to enter the NROTC program in the fall. Active duty training costs vary between years due to the length of training and location of sites at which training is performed.

NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Stipend - to provide an allowance of \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science MS III and MS IV courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide for uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu - to provide for commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

Part II - Justification of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while performing Active Duty Training, etc.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	0		0	0		0	0		0
MS II	0		0	0		0	0		0
MS III	135	2,565.00	346	135	3,220.00	435	140	3,220.00	451

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
MS IV	66	3,025.00	200	48	3,680.00	177	65	3,680.00	239
Total - (1)	201		546	183		612	205		690
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,630	297.50	485	1,508	308.66	465	1,583	314.22	497
New Uniform Issues	0		0	0		0	1,025	95.91	98
Field Training	104	297.50	31	165	308.66	51	147	314.22	46
Field Training new issue juniors	0		0	0		0	0		0
Total - (2)	1,734		516	1,673		516	2,755		641
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	57	943.50	54	36	936.18	34	57	953.03	54
Freshmen/Sophomores	89	943.50	84	537	936.18	503	518	953.03	494
Total - (3)	146		138	573		537	575		548
(4) Pay & Allowances									
NROTC	2,808	29.26	82	3,105	36.61	114	3,159	37.20	118
Designated Applicants	0		0	2,750	36.61	101	1,620	37.20	60
Total - (4)	2,808		82	5,855		215	4,779		178
(5) Subsistence of Reserve									
NROTC	0		0	464	56.46	26	0		0
Designated Applicants	0		0	0		0	0		0
Total - (5)	0		0	464		26	0		0
(6) SROTC Foreign Language SPB									
NROTC	0		0	20	250.00	5	4	250.00	1
Total - (6)	0		0	20		5	4		1
Total Senior ROTC	4,889		1,282	8,768		1,911	8,318		2,058
Shortfall/Asset Adjustment						(5)			
Funded Level						1,916			

(In Thousands Of Dollars)

Project: Senior ROTC (Scholarship Program)	FY 2017 Estimate	\$18,176
	FY 2016 Estimate	\$19,375
	FY 2015 Actual	\$18,412

Part I - Purpose And Scope

The funds requested provide for military personnel costs for students enrolled in the Naval Reserve Officers Training Corps Scholarship program authorized by 10 U.S.C. 2101-2111. During the fiscal year, scholarships are offered to select students as authorized by 10 U.S.C. 2107. Active duty training costs vary between years due to the length of training and location of sites at which training is performed. NROTC members and designated applicants receive the same rate of pay as U.S. Naval Academy Midshipmen. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

Stipend - to provide an allowance of \$250 per month for MS I, \$300 per month for MS II, \$350 per month for MS III and \$400 per month for MS IV to students enrolled in Military Science courses in accordance with the provisions of 37 U.S.C. 209.

Uniforms, Issue-in-Kind - to provide uniform issues, including replacement items.

Uniforms, Commutation-in-Lieu- to provide commutation in lieu of uniforms. Students attending military institutions receive a monetary allowance in lieu of uniforms-in-kind to procure such uniforms from the institution.

Pay & Allowances - to provide basic pay and social security payments to members attending summer training.

Subsistence of Reserve Officer Candidates - to provide subsistence for members attending summer training.

SROTC Foreign Language SPB - to provide foreign language skills proficiency bonuses to NROTC Navy-Option Scholarship and Advanced Standing College program midshipmen.

Part II - Justification Of Funds Requested

Funds requested provide military personnel costs for students enrolled in the Reserve Officers Training Corps Senior program authorized by 10 U.S.C. 2101-2111. The estimate includes funds for a subsistence allowance, uniforms, pay and allowances, and subsistence-in-kind while

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stipend									
MS I	941	2,258.00	2,125	1,130	2,300.00	2,599	948	2,300.00	2,180
MS II	1,010	2,718.00	2,745	1,105	2,760.00	3,050	1,105	2,760.00	3,050
MS III	984	3,178.00	3,127	1,131	3,220.00	3,642	1,023	3,220.00	3,294
MS IV	1,146	3,640.00	4,171	1,063	3,680.00	3,912	1,054	3,680.00	3,879
Total - (1)	4,081		12,168	4,429		13,203	4,130		12,403
(2) Uniform, Issue-In-Kind									
Non-Military Schools	1,475	668.25	986	1,568	611.89	959	1,550	622.90	965
New Uniform Issues	2,776	50.50	140	0		0	948	95.91	91
Field Training	2,606	668.25	1,741	2,861	611.89	1,751	2,580	622.90	1,607
Cortrimid New Uniform	0		0	0		0	0		0
Total - (2)	6,857		2,867	4,429		2,710	5,078		2,663

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(3) Uniforms, Commutations-in-Lieu									
Military School uniforms	0		0	0		0	0		0
Juniors	294	943.50	277	315	936.18	295	291	953.03	277
Freshmen/Sophomores	627	943.50	592	213	936.18	199	204	953.03	194
Total - (3)	921		869	528		494	495		471
(4) Pay & Allowances									
(4) Pay & Allowances	70,362	34.62	2,436	77,247	36.61	2,828	69,660	37.20	2,591
Total - (4)	70,362		2,436	77,247		2,828	69,660		2,591
(5) Reserve Officer Candidates									
Subsistence	980	66.91	66	1,481	67.71	100	696	68.93	48
Total - (5)	980		66	1,481		100	696		48
(6) SROTC Foreign Language SPB									
NROTC	22	250.00	6	160	250.00	40	0		0
Total - (6)	22		6	160		40	0		0
Total Senior ROTC (Scholarship Program)	83,223		18,412	88,274		19,375	80,059		18,176
Shortfall/Asset Adjustment						22			
Funded Level						19,353			

(In Thousands of Dollars)

Project: Junior ROTC

FY 2017 Estimate \$14,990
 FY 2016 Estimate \$13,583
 FY 2015 Actual \$12,309

Part I - Purpose and Scope

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031. Beginning with the FY 2006 Budget, funding for the NROTC program is transferred from Reserve Personnel, Navy appropriation.

Funds requested provide for the following:

- Uniforms, issue-in-kind - to provides uniforms, including replacement items, to members of the Junior ROTC program.
- Subsistence of Junior Officer Candidates - to provide subsistence for members attending summer camp.

Part II - Justification of Funds Requested

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as outlined in 10 U.S.C 2031.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Uniforms, Issue-in-Kind									
Initial Issue (New Units)	0		0	0		0	0		0
Initial Issue	37,701	56.80	2,141	37,848	57.02	2,464	38,000	59.33	2,255
Replacement	24,654	347.69	8,572	24,323	389.97	9,211	23,837	439.25	10,470
Alterations/Renovation	88,049	18.13	1,596	91,998	21.08	1,908	97,340	23.27	2,265
Total - (1)	150,404		12,309	150,014		13,583	159,177		14,990
(2) Subsistence of Junior Officer Candidates									
Non-Military Schools	0		0	0		0	0		0
Field Training	0		0	0		0	0		0
Total - (2)	0		0	0		0	0		0
Total Junior ROTC	150,404		12,309	150,014		13,583	159,177		14,990
Shortfall/Asset Adjustment						(1,150)			
Funded Level						14,733			

(In Thousands Of Dollars)

Project: Stop-Loss Retroactive Pay	FY 2017 Estimate	\$0
	FY 2016 Estimate	\$0
	FY 2015 Actual	\$436

Part I - Purpose and Scope

Public Law 111-32, Section 310 appropriated \$534.4 million in FY 2009 supplemental appropriations to make payment of claims to members of the Armed Forces, including members of the reserve components, and former and retired members under the jurisdiction of the Secretary who, at any time during the period beginning on September 11, 2001 and ending on September 30, 2009, served on active duty while the members' enlistment or period of obligated service was extended, or whose eligibility for retirement was suspended, pursuant to section 123 to 12305 of Title 10, U.S.C., or any other provision of law (commonly referred to as a "stop-loss authority") authorizing the President to extend an enlistment or period of obligated service, or suspend an eligibility for retirement, of a member of the uniformed services in time of war or a national emergency declared by Congress or the President.

Part II - Justification of Funds Requested

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Section 310 stated the military departments may not pay claims that are submitted more than 1 year after the date on which the implementing rules for claims take effect. The program would have expired on December 3, 2010; however, legislation extended the deadline multiple times during 2011 until October 21, 2012.

The Department of the Navy's share of the \$534.4 million for this is \$1.5 million. As of September 23, 2011 \$1.4 million was obligated.

Computation of fund requirements is provided in the following table:

	FY 2015			FY 2016			FY 2017		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Stop Loss Retroactive Pay									
Officer			0			0			0
Enlisted			0			0			0
Cadets/Midshipmen			0			0			0
Total Stop Loss Retroactive Pay			0			0			0
Cancelled Accounts			436			0			0

Section 5
Special Analysis

MILITARY PERSONNEL, NAVY
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD

	FY 2015			FY 2016			FY 2017		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
<u>ASSIGNED OUTSIDE DoD</u>			0			0			0
NONREIMBURSABLE PERSONNEL			0			0			0
EXECUTIVE OFFICE OF THE PRESIDENT	8	6	14	8	6	14	8	6	14
VICE PRESIDENT'S OFFICE		9	9		9	9		9	9
STATE DEPARTMENT	15	16	31	15	16	31	15	16	31
STATE DEPARTMENT (U.N. TRUCE SUPV)	6		6	6		6	6		6
TRANSPORTATION DEPARTMENT	1		1	1		1	1		1
JUSTICE DEPARTMENT	1		1	1		1	1		1
ENERGY DEPARTMENT	5		5	5		5	5		5
NATIONAL NARCOTICS BORDER INTERDICTION	4	1	5	4	1	5	4	1	5
CLASSIFIED ACTIVITIES	1	1	2	1	1	2	1	1	2
DoD PROJECT OFFICE	16	1	17	16	5	21	17	5	22
SUBTOTAL - NON-REIMBURSABLE PROGRAM	57	34	91	57	38	95	58	38	96
REIMBURSABLE PERSONNEL			0			0			0
EXECUTIVE OFFICE OF THE PRESIDENT (OMB)			0			0			0
STATE DEPARTMENT	1	128	129	1	128	129	1	128	129
US ARMS CONTROL AGENCY	3		3	3		3	3		3
TRANSPORTATION DEPARTMENT	35	4	39	47	4	51	47	4	51
ENERGY DEPT (DOE)	2	1	3	2	1	3	2	1	3
JUSTICE DEPT			0			0			0
NATIONAL AERONAUTICS & SPACE ADMIN	35		35	35		35	35		35
U.S. SOLDIER'S & AIRMEN'S HOME	2	1	3	2	1	3	2	1	3
OFFICE OF ATTENDING PHYSICIAN TO CONGRESS	6	9	15	6	9	15	6	9	15
CLASSIFIED ACTIVITIES	2	2	4	2	2	4	2	2	4
SUBTOTAL - REIMBURSABLE PERSONNEL	86	145	231	98	145	243	98	145	243
TOTAL OUTSIDE DoD	143	179	322	155	183	338	156	183	339

MILITARY PERSONNEL, NAVY
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD

ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS			0			0			0
NONREIMBURSABLE PERSONNEL			0			0			0
SUBTOTAL NONREIMBURSABLE NON-DoD			0			0			0
REIMBURSABLE PERSONNEL	46	586	632			0			0
SUBTOTAL REIMBURSABLE NON-DoD	46	586	632			0			0
TOTAL ASSIGNED OUTSIDE DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS	46	586	632			0			0
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS (REIMBURSABLE)			0			0			0
FOREIGN MILITARY SALES	79	102	181	80	102	182	82	103	185
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF NON-DoD FUNCTIONS	79	102	181	80	102	182	82	103	185
ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS (REIMBURSABLE)			0			0			0
WORKING CAPITAL FUND (WCF)	638	777	1,415	638	777	1,415	626	763	1,389
HQ US TRANSPORTATION COMMAND (TRANSCOM)	64	36	100	64	36	100	63	35	98
SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND (SDDC)	12		12	12		12	12		12
DEFENSE COURIER SERVICE (DCS)	4	58	62	4	59	63	4	59	63
DEFENSE FINANCE & ACCOUNTING SVC (DFAS)	4	11	15	4	11	15	4	11	15
DEFENSE INFO SYSTEMS AGENCY (DISA)	4	13	17	4	13	17	4	1	5
DEFENSE LOGISTICS AGENCY (DLA)	116	47	163	115	47	162	115	47	162
SUBTOTAL ASSIGNED TO DoD ACTIVITIES IN SUPPORT OF DoD FUNCTIONS	842	942	1,784	841	943	1,784	828	916	1,744
GRAND TOTAL REIMBURSABLE	1,053	1,775	2,828	1,019	1,190	2,209	1,008	1,164	2,172
GRAND TOTAL NONREIMBURSABLE	57	34	91	57	38	95	58	38	96
GRAND TOTAL	1,110	1,809	2,919	1,076	1,228	2,304	1,066	1,202	2,268

**MILITARY PERSONNEL, NAVY
REIMBURSABLE PROGRAM
(In Thousands of Dollars)**

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
<u>SUBSISTENCE (SIK)</u>	\$2,710	\$2,732	\$2,825
Sale of Meals - Bulk Subsistence	2,710	2,732	2,825
<u>STRENGTH RELATED</u>	\$363,743	\$326,974	\$326,678
Officer	216,298	191,471	193,840
Basic Pay	-155,338	-136,217	-137,420
Other Pays and Allowances	-60,960	-55,254	-56,420
Enlisted	85,749	76,376	76,890
Basic Pay	-56,185	-52,081	-52,238
Other Pays and Allowances	-29,564	-24,295	-24,652
Retired Pay Accrual (Officer and Enlisted)	61,696	59,127	55,948
PCS Travel			
TOTAL PROGRAM	\$366,453	\$329,706	\$329,503
Anticipated reimbursements from the DHP Trust Fund (Over 65):	171,896	128,328	128,328

**MILITARY PERSONNEL, NAVY
RESERVE OFFICER CANDIDATES (ROTC) ENROLLMENT**

	<u>FY 2015 Estimates</u>			<u>FY 2016 Estimates</u>			<u>FY 2017 Estimates</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<u>Senior ROTC (Excluding Scholarship Program)</u>									
First Year	991	1,033	1,074	900	865	830	1,000	1,025	1,050
Second Year	572	500	427	700	625	550	550	500	450
Total Basic ROTC	1,563	1,532	1,501	1,600	1,490	1,380	1,550	1,525	1,500
Third Year	140	135	130	150	135	120	150	140	130
Fourth Year	72	66	60	50	48	45	70	65	60
Total Adv ROTC	212	201	190	200	183	165	220	205	190
Total Senior ROTC Enrollment	1,775	1,733	1,691	1,800	1,673	1,545	1,770	1,730	1,690
<u>Scholarship Program</u>									
First Year	969	941	913	1,163	1,130	1,097	976	948	920
Second Year	1,013	1,010	1,007	1,114	1,105	1,096	1,114	1,105	1,096
Total Basic ROTC	1,982	1,951	1,920	2,277	2,235	2,193	2,090	2,053	2,016
Third Year	987	984	981	1,158	1,132	1,105	1,047	1,023	998
Fourth Year	1,205	1,146	1,086	1,102	1,063	1,023	1,093	1,054	1,015
Total Advanced ROTC	2,192	2,130	2,067	2,260	2,194	2,128	2,140	2,077	2,013
Total Scholarship Enrollment	4,174	4,081	3,987	4,537	4,429	4,321	4,230	4,130	4,029
<u>Total Enrollment</u>									
First Year	1,960	1,974	1,987	2,063	1,995	1,927	1,976	1,973	1,970
Second Year	1,585	1,510	1,434	1,814	1,730	1,646	1,664	1,605	1,546
Total Advanced ROTC	3,545	3,483	3,421	3,877	3,725	3,573	3,640	3,578	3,516
Third Year	1,127	1,119	1,111	1,308	1,267	1,225	1,197	1,163	1,128
Fourth	1,277	1,212	1,146	1,152	1,110	1,068	1,163	1,119	1,075
Total Advanced ROTC	2,404	2,331	2,257	2,460	2,377	2,293	2,360	2,282	2,203
Total ROTC Enrollment	5,949	5,814	5,678	6,337	6,102	5,866	6,000	5,860	5,719
Completed ROTC & Commissioned		1,067			1,008			975	

**MILITARY PERSONNEL, NAVY
RESERVE OFFICER CANDIDATES (ROTC) PROGRAM**

Number of schools and the civilian and military personnel associated with the ROTC program follow:

	<u>FY 2015</u>	<u>FY 2016</u>	<u>FY 2017</u>
<u>NJROTC</u>			
Schools	573	546	583
Civilian Personnel (End Strength)	18	21	21
Military Personnel (End Strength)			
 <u>NROTC</u>			
Schools	165	167	167
Host Institutions	75	77	77
Cross Town Campuses	90	90	90
Civilian Personnel (End Strength)	165	174	173
Military Personnel (End Strength)	330	338	332

Note: These personnel are not paid by the Reserve Personnel appropriations. They are funded under the O&M and Active Military Personnel appropriations.

MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAYGRADE
FY15

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	10	10	10	10	10	10	10	9	9	9	10	10
O-9	VADM	34	33	33	33	33	33	33	32	32	32	33	32
O-8	RADM	68	67	67	66	66	66	66	65	65	65	66	67
O-7	RMDL	114	113	112	111	110	111	111	111	111	109	111	109
O-6	CAPT	3,240	3,218	3,194	3,174	3,170	3,156	3,154	3,099	3,064	3,025	2,978	3,202
O-5	CDR	6,746	6,728	6,716	6,699	6,694	6,685	6,676	6,655	6,613	6,543	6,464	6,730
O-4	LCDR	10,699	10,614	10,572	10,567	10,539	10,527	10,515	10,481	10,459	10,394	10,317	10,623
O-3	LT	18,185	18,196	18,138	18,086	18,156	18,167	18,240	18,316	19,738	19,755	19,645	18,596
O-2	LTJG	6,443	6,439	6,560	6,322	6,198	6,190	6,189	7,584	6,317	6,322	6,499	6,424
O-1	ENS	6,867	6,778	6,771	6,788	6,870	6,845	6,713	6,617	6,687	6,785	6,693	6,780
W-5	CWO5	75	74	73	73	73	74	72	71	73	74	73	72
W-4	CWO4	410	409	408	410	412	410	409	410	409	407	406	398
W-3	CWO3	620	629	633	618	626	624	642	648	656	641	627	617
W-2	CWO2	567	547	550	552	549	544	546	546	552	552	553	563
W-1	CWO1												
Total Officers		54,078	53,855	53,837	53,509	53,506	53,442	53,376	54,644	54,785	54,713	54,475	54,223
<u>Enlisted Personnel</u>													
E-9	MCPO	2,546	2,531	2,527	2,510	2,504	2,500	2,499	2,502	2,619	2,604	2,592	2,572
E-8	SCPO	6,253	6,252	6,238	6,196	6,178	6,154	6,163	6,147	6,459	6,411	6,394	6,353
E-7	CPO	20,997	20,962	20,947	20,920	20,914	20,888	20,867	20,844	20,320	20,209	21,211	21,096
E-6	PO1	45,762	45,463	47,103	46,804	46,486	46,181	45,824	45,421	48,262	48,370	47,149	46,966
E-5	PO2	61,841	61,389	63,558	63,127	62,705	62,454	62,146	61,813	64,278	63,611	63,190	62,878
E-4	PO3	54,158	54,196	51,344	51,264	51,175	51,200	51,130	50,984	51,579	51,281	51,135	58,416
E-3	SN	49,168	50,473	50,021	51,835	53,218	54,330	55,538	56,566	50,852	51,483	51,962	45,555
E-2	SA	16,855	16,182	15,706	15,065	14,284	13,960	14,185	14,440	14,671	15,066	15,014	15,054
E-1	SR	9,506	9,510	9,334	9,397	10,172	10,332	9,903	9,718	9,461	9,952	10,382	10,282
Total Enlisted		267,086	266,958	266,778	267,118	267,636	267,999	268,255	268,435	268,501	268,987	269,029	269,172
<u>Cadets/Midshipmen</u>		4,450	4,449	4,432	4,425	4,421	4,418	4,415	3,325	3,326	4,486	4,474	4,467
Total End Strength		325,614	325,262	325,047	325,052	325,563	325,859	326,046	326,404	326,612	328,186	327,978	327,862

MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAYGRADE
FY16

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	9	9	10	10	10	10	10	10	10	10	10	10
O-9	VADM	32	31	32	32	32	32	32	33	33	33	34	34
O-8	RADM	66	66	67	67	67	67	68	68	69	69	70	71
O-7	RMDL	109	109	109	111	110	110	111	112	113	115	115	116
O-6	CAPT	3,182	3,156	3,143	3,133	3,125	3,114	3,110	3,038	2,998	2,957	2,908	3,147
O-5	CDR	6,681	6,655	6,634	6,615	6,605	6,593	6,584	6,542	6,509	6,448	6,384	6,629
O-4	LCDR	10,572	10,532	10,501	10,450	10,446	10,432	10,413	10,344	10,317	10,257	10,171	10,703
O-3	LT	18,579	18,590	18,505	18,547	18,469	18,187	18,245	18,228	19,952	19,911	19,827	18,534
O-2	LTJG	6,497	6,461	6,599	6,528	6,599	6,656	6,641	7,966	6,443	6,487	6,649	6,676
O-1	ENS	6,737	6,756	6,742	6,700	6,689	6,777	6,693	6,730	6,710	6,738	6,653	6,733
W-5	CWO5	69	67	68	68	67	66	66	65	67	69	69	69
W-4	CWO4	395	393	397	401	403	397	398	404	402	399	403	402
W-3	CWO3	637	635	637	626	637	642	663	672	682	672	652	630
W-2	CWO2	570	560	562	563	558	552	552	550	555	557	567	579
W-1	CWO1												
Total Officers		54,135	54,020	54,006	53,851	53,817	53,635	53,586	54,762	54,860	54,722	54,512	54,333
<u>Enlisted Personnel</u>													
E-9	MCPO	2,566	2,561	2,558	2,545	2,530	2,521	2,513	2,500	2,719	2,700	2,676	2,688
E-8	SCPO	6,359	6,378	6,395	6,389	6,382	6,379	6,381	6,377	7,104	6,996	6,871	6,709
E-7	CPO	21,036	20,975	20,948	20,915	20,839	20,765	20,699	20,634	19,575	19,613	21,379	22,323
E-6	PO1	46,745	46,495	49,880	49,779	49,587	49,327	49,031	48,705	51,605	51,214	48,844	47,274
E-5	PO2	62,682	62,501	65,884	65,541	65,142	64,695	64,255	63,812	66,379	66,120	65,793	65,465
E-4	PO3	57,953	57,335	51,637	51,430	51,376	51,285	51,185	51,017	51,278	50,817	50,415	50,323
E-3	SN	46,398	47,663	46,912	48,017	49,189	50,742	51,803	52,918	46,950	47,685	48,568	48,980
E-2	SA	15,047	15,421	15,354	14,955	14,215	13,712	13,886	14,478	14,962	15,138	15,186	15,306
E-1	SR	10,121	10,011	10,146	10,565	10,862	11,193	10,732	10,194	9,686	9,705	9,664	9,379
Total Enlisted		268,907	269,340	269,714	270,136	270,122	270,619	270,485	270,635	270,258	269,988	269,396	268,447
<u>Cadets/Midshipmen</u>		4,461	4,454	4,442	4,427	4,422	4,417	4,414	3,325	4,492	4,475	4,451	4,443
Total End Strength		327,503	327,814	328,162	328,414	328,361	328,671	328,485	328,722	329,610	329,185	328,359	327,223

MILITARY PERSONNEL, NAVY
MILITARY END STRENGTH BY PAYGRADE
FY17

		<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>
<u>Commissioned Officers</u>													
O-10	ADM	10	10	10	10	10	10	10	10	10	10	10	10
O-9	VADM	34	34	34	34	34	34	34	34	34	34	34	34
O-8	RADM	71	71	71	71	70	70	70	70	70	70	70	70
O-7	RMDL	116	116	116	116	116	116	116	116	116	116	116	116
O-6	CAPT	3,113	3,091	3,076	3,063	3,056	3,046	3,042	2,976	2,935	2,893	2,843	3,105
O-5	CDR	6,597	6,576	6,558	6,541	6,535	6,524	6,519	6,485	6,450	6,380	6,308	6,637
O-4	LCDR	10,647	10,570	10,529	10,494	10,480	10,471	10,451	10,398	10,367	10,300	10,213	10,799
O-3	LT	18,451	18,413	18,401	18,318	18,211	18,039	18,014	18,042	19,677	19,686	19,603	18,232
O-2	LTJG	6,836	6,787	6,841	6,730	6,855	6,882	6,845	8,185	6,756	6,827	6,867	6,817
O-1	ENS	6,675	6,699	6,685	6,678	6,644	6,682	6,678	6,607	6,616	6,585	6,606	6,598
W-5	CWO5	68	67	68	68	67	67	67	65	68	70	70	70
W-4	CWO4	403	403	405	409	412	409	409	414	413	412	414	410
W-3	CWO3	650	658	666	654	672	681	711	725	741	729	710	691
W-2	CWO2	582	560	556	558	544	528	518	508	506	507	512	523
W-1	CWO1												
Total Officers		54,253	54,055	54,016	53,744	53,706	53,559	53,484	54,635	54,759	54,619	54,376	54,112
<u>Enlisted Personnel</u>													
E-9	MCPO	2,674	2,661	2,655	2,640	2,631	2,625	2,619	2,611	2,747	2,716	2,682	2,649
E-8	SCPO	6,708	6,709	6,725	6,717	6,720	6,727	6,738	6,732	7,764	7,738	7,706	7,650
E-7	CPO	22,241	22,192	22,133	22,089	22,001	21,936	21,868	21,738	20,430	20,337	20,874	20,619
E-6	PO1	46,942	46,574	47,431	47,150	46,841	46,463	46,042	45,579	46,645	46,308	45,126	44,671
E-5	PO2	65,163	64,835	70,677	70,310	69,942	69,627	69,316	68,917	72,258	71,765	71,208	70,696
E-4	PO3	50,312	50,247	51,039	50,776	50,726	50,723	50,674	50,502	48,342	47,899	47,506	47,402
E-3	SN	49,562	49,922	42,416	43,535	44,840	46,367	47,534	48,684	46,374	47,406	48,412	48,940
E-2	SA	15,266	15,563	15,290	14,706	13,842	13,110	13,049	13,349	13,614	13,628	13,464	13,444
E-1	SR	9,215	8,813	8,691	8,971	9,349	9,398	8,992	8,337	8,110	8,445	8,368	8,349
Total Enlisted		268,083	267,516	267,057	266,894	266,892	266,976	266,832	266,449	266,284	266,242	265,346	264,420
<u>Cadets/Midshipmen</u>		4,438	4,432	4,420	4,405	4,400	4,395	4,392	3,311	3,308	4,400	4,376	4,368
Total End Strength		326,774	326,003	325,493	325,043	324,998	324,930	324,708	324,395	324,351	325,261	324,098	322,900